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FINANCIAL TIMES

Europe's Business Newspaper

WEDNESDAY DECEMBER 8 1993

D8523A

Brazil plans fresh effort to tackle 2,000% inflation

Brazil announced a package of economic measures, including the introduction of a new currency, in an effort to tackle annual inflation rate of about 2,000 per cent.

The package, the seventh since 1986, will be introduced gradually and won cautious backing from the government's coalition partners and economists. It is aimed at reducing Brazil's budget deficit, estimated at \$22.2bn next year and seen as the main cause of inflation, and does not include "shock" measures such as price freezes that have failed in the past. Page 16

Tapie's immunity lifted: Bernard Tapie, businessman-turned-politician, is expected to face prosecution for alleged financial irregularities after the French National Assembly voted to lift his parliamentary immunity. Page 16

Russian inflation falls: Russia announced a sharp fall in its inflation rate to 11.3 per cent in November, giving a boost to the reformist Russia's Choice party in the run-up to Sunday's parliamentary elections. Page 3; Economist's gloomy predictions. Page 3

Ivory Coast's president dies:



Africa's longest serving leader, Felix Houphouët-Boigny, president of the Ivory Coast since the country gained independence from France in 1960, died. He was officially 88, but was believed by many to have been older. A battle for succession is expected between prime minister Alassane Ouattara and parliamentary speaker Henri Konan Bedie. Page 6; Obituary. Page 6

VW restructuring plan attacked: German employers protested against Volkswagen's efforts to gain state subsidies for the introduction of shorter working hours at its six domestic factories. Page 16; West German economy grows. Page 2; Rail venture may win approval. Page 2

Southwestern Bell: The US regional telecommunications group, and Cox Enterprises, privately-owned media group, agreed a deal to form the latest US multi-media alliance. Page 17

Lombard drops Lockheed: UK-based Lombard has withdrawn its \$633,000 (\$843,000) support for a controversial film about the 1983 bombing of a Pan-Am aircraft over Lockerbie in Scotland, which it was co-financing with Libya. Page 23

Ex-Montedison chief charged: Rome police charged Mario Schimberni, 70-year-old former chairman of the Montedison chemicals group, with deception and illicit distribution of dividends. Page 2

RJR Nabisco: US tobacco and food group, announced it would cut 6,000 jobs from its worldwide workforce of 63,000 as part of a drive to improve productivity. Page 17

Mieno urges deregulation: Bank of Japan governor Yasuhiro Mieno called for further deregulation of Japan's financial markets, to help banks write off non-performing loans. Page 7

HJ Heinz slips: Currency fluctuations pushed second quarter earnings down 15 per cent at the US food products company, excluding a one-time gain for investments, but masked the underlying strength of Heinz's brand franchises. Page 18

Air talks resume: The US and UK began a fresh round of talks in London to try to resolve a dispute over access by US airlines to London's Heathrow airport and the rights of British Airways in the US domestic market. Page 8

Lloyd's compensation offer: Lossmaking Names at Lloyd's of London appeared set to reject a \$900m (\$1.31bn) compensation package, offered by Lloyd's in a bid to stave off legal action following heavy underwriting losses. Page 6

Gota Bank pull out: Swedish government plans to sell Gota Bank were dealt an unexpected blow when leading commercial bank Svenska Handelsbanken pulled out of the bidding. Page 17

Late payments: UK exporters are facing increasing delays before they are paid by mainland European customers, a study has found. Page 9

Coin exchanges: Passengers at London airports are to be offered a solution to the problem of what to do with small change from other countries - multi-currency exchange machines that change low denomination coins into sterling. Page 16

STOCK MARKET INDICES		STERLING	
FT-SE 100	3237.3 (same)	New York: DOW	1,494
FT-SE 100	1398.50 (+2.13)	London	1,492 (1,499)
FT-AI-Share	1,991.07 (+0.09)	DM	2,545 (2,557)
Nikkei	10,902.49 (+51.11)	FF	5,756 (5,769)
New York: DOW	2,717.20 (+6.99)	SFR	2,167 (2,202)
Dow Jones Ind. Ave	2,717.20 (+6.99)	Y	100.3 (102.0)
S&P Composite	465.51 (+0.52)	£ Index	81.8 (82.0)
US LUNCHTIME RATES		DOLLAR	
Federal Funds	2.75%	New York: DOW	1,494
3-mo Treas. Bids	3.147%	London	1,492 (1,499)
Long Bond	101.1	DM	2,545 (2,557)
Yield	8.188%	FF	5,756 (5,769)
LONDON MONEY		SFR	2,167 (2,202)
3-mo interbank	5.1% (5.4%)	Y	100.3 (102.0)
3-mo Treas. Bids	3.147%	£ Index	81.8 (82.0)
Long Bond	101.1	DM	2,545 (2,557)
Yield	8.188%	FF	5,756 (5,769)
NORTH SEA OIL (Argus)		SFR	2,167 (2,202)
Brent 15-day (Jan)	\$13.28 (13.77)	Y	100.3 (102.0)
Gold		£ Index	81.8 (82.0)
New York: COMEX (Dec)	\$377.4 (375.9)	DM	2,545 (2,557)
London	\$378.3 (376.8)	FF	5,756 (5,769)
Tokyo close	¥107.55	SFR	2,167 (2,202)

STOCK MARKET INDICES		STERLING	
Austria	SE100	3237.3	(same)
Belgium	Deli-250	1398.50	(+2.13)
Denmark	OMX20	1,991.07	(+0.09)
France	CAC40	10,902.49	(+51.11)
Germany	DAX100	2,717.20	(+6.99)
Greece	ATHEX	465.51	(+0.52)
Italy	FTSE100	1,494	
Japan	Nikkei	1,492	(1,499)
Spain	IBEX35	2,545	(2,557)
Sweden	OMX20	5,756	(5,769)
Switzerland	SIX	2,167	(2,202)
Taiwan	TSE100	100.3	(102.0)
UK	FTSE100	81.8	(82.0)
USA	DOW	1,494	
Yugoslavia	BEL100	1,492	(1,499)

Franco-German alliance enters global telecoms war

By Andrew Adonis

The French and German state telecommunications companies announced a far-reaching strategic alliance yesterday, intensifying the battle between the world's leading telecoms groups to become global "super carriers".

France Telecom and Deutsche Telekom, the second and third largest international operators

after AT&T of the US, will establish an Eurolin (\$1.14bn) joint venture to provide data and other advanced services to multinational companies.

The venture will be the first stage of formal collaboration, which could lead to exchanges of equity stakes between the two state-owned companies if proposed changes to their legal status are carried through.

The heart of the alliance will

be a state-of-the-art European "backbone network" providing companies with international private networks and high-capacity data communications across the continent. It will start operating in early 1995.

The companies expect their venture, to be based in Brussels, to generate revenue of Ecu1.5bn in its first year, and grow "quickly" to 4,000 employees.

Mr Marcel Roulet, chairman of

France Telecom, said: "Europe needs a global player in this area and we aim to provide it."

The venture was seen by many analysts as a defensive move by the two companies in the face of the AT&T with Asia-Pacific operations, and by British Telecom, which has a more open attitude to AT&T, which wants to establish a relationship with a European operator other than BT.

Mr Helmut Rieck, chairman of Deutsche Telekom, said: "We absolutely need an American partner to provide a broad range of services", adding that it was "obvious" that AT&T was the best qualified. He said negotiations were proceeding.

The alliance has strong back-

ing from the French and German governments, which are ready to resist calls from BT for competition between European operators to be introduced before the 1998 deadline agreed by the European Union in June.

The joint venture falls short of

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Momentum grows for world trade agreement

By Lionel Barber in Brussels and David Dodwell in Geneva

The US and the European Union yesterday lifted hopes of a successful completion of the Uruguay Round of world trade talks by settling a number of bilateral disputes and throwing negotiations open to all 118 countries in the round.

Hopes of success were raised further by European foreign ministers, who gave a provisional seal of approval to the outline US-EU deal on market access.

In a significant shift, France softened its hard-line rhetoric and indicated that it was ready to accept a bilateral pact on agriculture which includes revisions to the hotly contested Blair House accord limiting subsidised farm exports. France has consistently threatened to veto a Gatt accord unless the 1993 Blair House agreement was changed substantially.

In a move seen in Brussels as preparing French public opinion for a potential settlement, Mr Alain Juppé, foreign minister, declared: "Blair House is dead. Another agreement has succeeded Blair House."

However, diplomats in Brussels cautioned that a series of inter-European disagreements still posed a potential threat.

After all-night US-EU negotiations in Brussels, first Mr Mickey Kantor, the US trade representative, and then Sir Leon Brittan, his EU counterpart, flew to Geneva to announce that all disagreements had been settled, with the exception of US access to Europe's film and television market, and aircraft subsidies. Sir Leon was delayed because he had to report to the EU foreign ministers before departure.

But the message to Mr Peter Sutherland, director-general of Gatt, was the same: despite outstanding differences on two issues, the US-EU tariff-cutting

package was ready to be put before all countries negotiating the Uruguay Round. It will be used to lever bigger tariff-cutting offers from other countries, in particular Japan, which is being pressed over financial services, leather goods and processed foods.

The scale of the package agreed emerged during briefings in Geneva at which the trade negotiators talked of EU tariff cuts to the US averaging more than 50 per cent. Products like wood and paper have joined a lengthening list of products for which tariffs have been slashed to zero. These alone are worth \$5bn to US exporters, Mr Kantor said yesterday. The US has offered similar cuts to European exporters.

Big tariff cuts have been agreed on Europe's electronics sector, as well as for US glass, ceramics and textiles. Apart from modifications to the Blair House accord, the US has also agreed to add ocean shipping to its package of proposals for liberalisation of maritime services.

The two have agreed terms for opening their multi-billion procurement markets, and on a new, more powerful multilateral trade organisation which would replace Gatt and have greater authority to settle international trade disputes.

In Brussels, diplomats said a list of demands by France and other disgruntled EU member states could still sink prospects for a settlement and weaken Sir Leon's efforts to present a united European front in Geneva.

France wants to strengthen European trade weapons to match those of the US, and it is demanding a guarantee from its EU partners that French farmers do not have to make cuts in production beyond those required by the CAP reforms agreed in May 1992.

Background, Page 5

Foreign operations increase Deutsche Bank profits 11%

By Christopher Parkes in Frankfurt

Deutsche Bank, Germany's largest private sector bank, yesterday reported an 11 per cent increase in operating profits to DM4.2bn (\$2.48bn) in the first 10 months of 1993.

The rise, however, came exclusively from foreign operations, according to Mr Hilmar Koppen, chairman, who said the German recession had caught up with the country's banks and that its effects would continue to be felt next year.

Earnings at Deutsche's German-based parent company fell 9 per cent to DM2.96bn, largely as a result of record group-wide risk provisions of almost DM2.5bn, up 54 per cent on last year. Some 90

per cent of the provisions, which Mr Koppen expected to rise to almost DM3bn for the full year, were to cover risks within Germany.

The cyclical and structural crisis had made a serious impact on the creditworthiness and income of Deutsche's domestic customers, Mr Koppen warned. "As the house bank to thousands of small and medium-sized companies, we are feeling the effects of this," he said. "The bottom of the industrial recession had been reached, he added, "but the bad news is that we will stay quite a while at this low point."

Deutsche holds 10 per cent or more of the equity of 35 leading non-banking companies, worth almost DM2.4bn, according to details released for the first time

yesterday. These holdings include 10.65 per cent in Metallgesellschaft, the metals, mining and engineering group, which this week negotiated new credit lines with Deutsche and Dresdner Bank to help it meet margin requirements for hedge positions in oil future contracts taken out by a US subsidiary.

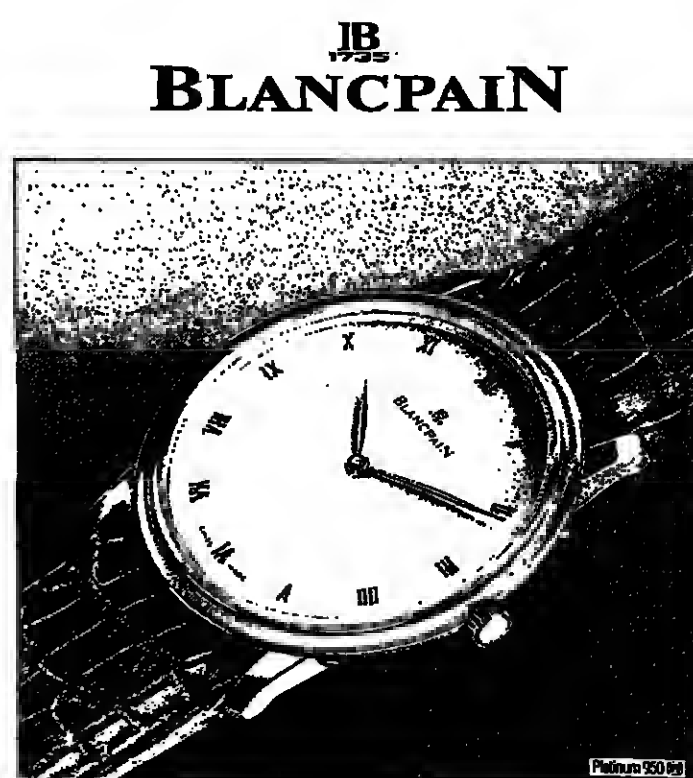
Mr Koppen said Deutsche stood by Metallgesellschaft and saw its difficulties as a technical, short-term liquidity issue and not a matter of survival.

In a robust rejection of media criticism of German banks' continuing healthy earnings growth while industry suffered, Mr Koppen said profits were needed as

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W German economy grows 0.5%

By Quentin Peel in Bonn

The west German economy grew by a real 0.5 per cent in the third quarter, compared with the previous three months, confirming signs of stabilisation after the sharpest downturn since the second world war.

Latest federal figures show a positive growth rate for the past two quarters - there was a similar 0.5 per cent rise in the second quarter - although overall economic activity remains below 1992 levels.

The statistics were published as wage negotiations opened for Germany's 4m-strong engineering workers, with a clear stand-off between employers' demand for a pay freeze and the IG Metall union's goal of 5.5-6 per cent. However, the union is under great pressure to agree a moderate settlement as unemployment rises steadily - by 489,000 in the past year - in spite of indications that the economic slump has bottomed out.

Mr Günter Rexrodt, latest finance minister, greeted the statistics with a clear stabilisation. "It is certainly too early to say this is the beginning of an upswing, but it does show that the worst is behind us," said Mr Peter Pietsch, chief economist at Commerzbank.

The main factors behind the stabilisation are growth of private consumer spending, and continued expansion in the construction sector. The former was up 0.3 per cent on the same quarter in 1992, and building activity 1.8 per cent.

Mr Rexrodt pointed out that comparing the third quarter with the previous three months, all elements of domestic demand, with the exception of public sector consumption, had picked up. This included investment in equipment, which had slumped by almost 20 per cent over the five previous quarters.

Mr Pietsch warned that January 1 would see the introduction of a whole range of new burdens affecting both consumer spending and industrial costs, among them higher oil taxes, pension contributions, car insurance premiums, and nursing care insurance totalling an annual DM400 (US\$250).

"All those burdens will hold back recovery," said Pietsch. "But recovery has been very resilient during the downturn compared with previous recessions. Consumers are attempting to maintain their spending at the expense of saving. But next year all these extra burdens will affect consumer spending."

The economic squeeze on labour and industry will dominate the engineering industry negotiations, which opened yesterday in both Bavaria and North Rhine-Westphalia. In addition to a pay rise, IG Metall wants assurances of job security. The employers are adamant that real cost cuts are needed and have also served notice of cancellation of their holiday pay agreements. Yesterday they announced they wanted to reduce the holiday bonus by half a month's pay.

Transrapid rail venture set for the green light

By Quentin Peel in Bonn

The German government is set to give tentative approval today to the revolutionary Transrapid magnetic hovertrain, intended to travel between Hamburg and Berlin at 400km an hour.

New proposals submitted by the private-sector consortium backing the project, involving Thyssen, Siemens and AEG, will increase private participation and reduce the public sector risk exposure.

A final decision by the government on its backing for the project will be taken only next year, according to Mr Matthias Wissmann, the transport minister and one of the plan's most enthusiastic supporters.

By then it will have to meet with the approval of Mr Theo Waigel, the finance minister, who has criticised the consortium's previous proposals as too risky.

The plan to be presented to the cabinet today involves a private arrangement to run the Transrapid operations, but public-sector financing for the rail line.

The new trains - nicknamed the "whispering arrow" - are intended to run every 10 minutes between the two cities and reduce the current 3½-hour journey time to just one hour. The plan is to begin

construction in 1996 and start running test trains by 2003.

The operating company, in which Luft Hansa and the future independent German railways would have stakes, would have an equity capital of some DM1.5bn (US\$86m) and raise loans amounting to some DM3.2bn without any government guarantees.

The rail line would cost DM3.2bn, including debt servicing and inflation, the consortium estimates.

The plan has widespread backing in the German political establishment, as a vital project to confirm Germany's leadership in transport technology.

Both government and opposition remain divided, however, on the project's economic viability.

Mr Uwe Jens, the economic spokesman for the opposition Social Democratic party, yesterday gave the scheme his blessing for its contribution to research and development.

However, the party's transport spokesman, Mr Klaus Dauterbach, warned that it could be "an incalculable financial risk".

He suggested the test track should be built outside Germany, rather than within the country, at the expense of the taxpayer.

Swiss ease rules on buying homes

By Ian Rodger in Zurich

Buying and selling Swiss property will become much easier for foreigners if a plan approved by the federal cabinet this week wins acceptance.

It would enlarge the number of holiday homes which can be sold to non-nationals each year and eliminate curbs on foreign residents buying property for their own use.

There is no plan to ease restrictions on property purchases by foreigners for investment. This means that some Swiss companies, such as insurance companies, which invest widely in property, will want to continue regulating the number of their shares held by non-Swiss.

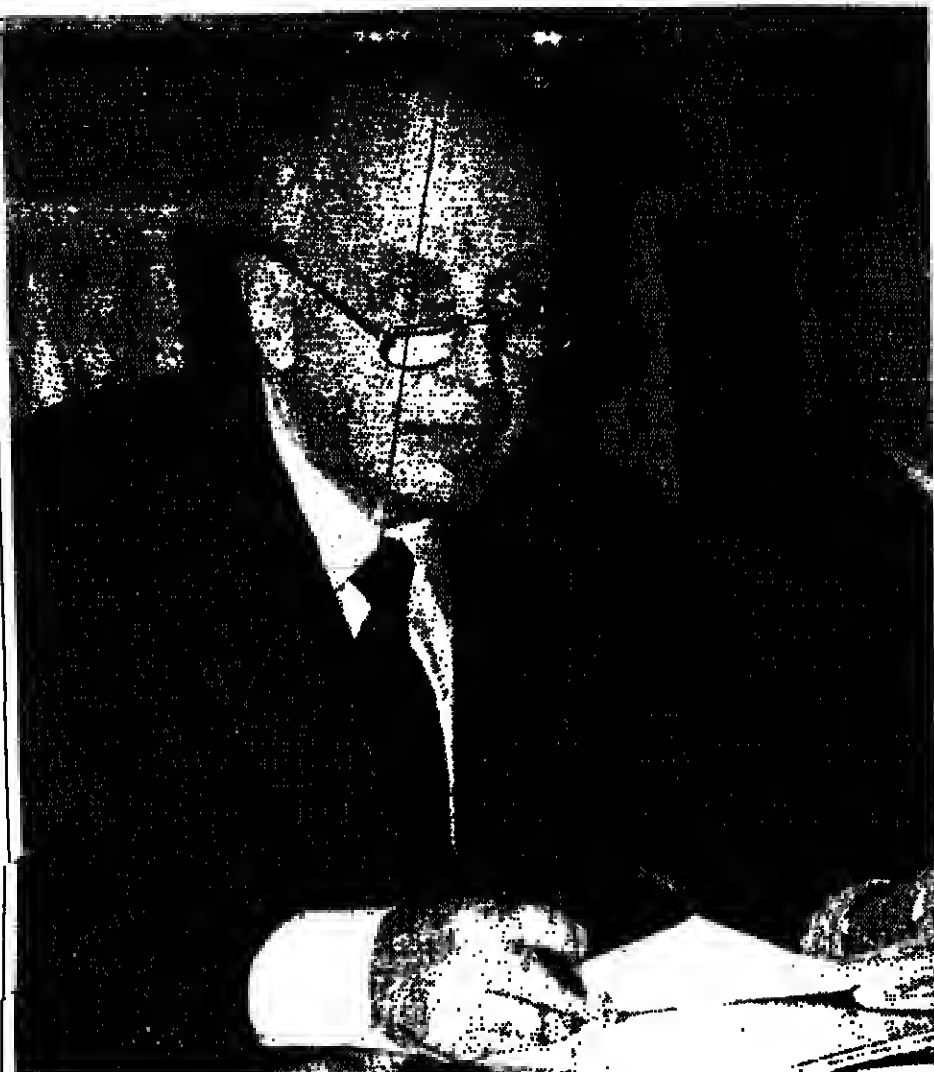
The proposals are less drastic than would have been forced on Switzerland had it joined the European Economic Area, the free trade pact between the European Union and European Free Trade Association.

Swiss voters vetoed EEA membership in a referendum a year ago, but hard pressed holiday property developers have been pressing for the Lex Friedrich law curbing foreign ownership to be changed.

The plan calls for replacing the criterion of nationality with that of place of residence. A foreigner living in Switzerland or one who had lived in Switzerland in the past for at least five years would no longer face restrictions.

For others, the principle of a continually declining national quota for sales of holiday homes would be abolished, and the quota would rise from 1,420 permits a year to the maximum 2,000 allowed by the Lex Friedrich.

Distress sales or sales by one foreigner to another would no longer be counted against the quota. Nor would purchases of time-share promises up to 16 weeks.



Mr Mario Schimberni: charged with deception and illicit distribution of dividends

Ex-Montedison chairman held by Rome police

By Robert Graham in Rome

Police in Rome arrested Mr Mario Schimberni, 70-year-old former chairman of the Montedison chemicals group, early yesterday and charged him with deception and illicit distribution of dividends.

One of the most high-profile business figures in the late 1970s and the 1980s, Mr Schimberni was forced from the chairmanship of Montedison in 1987 when the Ferruzzi family, led by the late Mr Raul Gardini, took control.

His arrest is part of the ever expanding investigations by Milan magistrates into Montedison's affairs. The group was used first by Mr Gardini and then by other Ferruzzi family members to make illicit payments to political parties and to syphon funds into Ferruzzi overseas bank accounts.

The significance of the latest move is that the magistrates now appear to be examining Montedison's books in the period before Mr Gardini assumed full control.

According to usually reliable leaks from Milan magistrates, the charges relate to the period 1984-86. The magistrates are attempting to trace some 1,500bn (US\$203m) removed from Montedison's books and transferred to accounts in the Netherlands Antilles.

There has been no previous mention of such a sum being missing so far back in Montedison's accounts. Indeed, this is the largest single sum discovered to be missing.

According to Ansa, the national news agency, investigations into Mr Schimberni followed the discovery by Mr Guido Rossi, current administrator of Ferruzzi-Montedison, of documents prepared by Mr Gardini. Further arrests are expected.

Mr Schimberni, who was granted house arrest because of his age, was the protagonist in some of the most controversial takeovers of the past decade, including that of the Bonomi family's financial holding, Bi-Invest.

● Milan police yesterday arrested Mr Alessandro Patelli, former treasurer of the populist Northern League, on charges of violating party financing laws. This is the first time the League has been implicated in the corruption scandals.

EU urged to catch up with the world

David Gardner on the Delors White Paper for the 21st century

When European Union heads of government meet for their summit in Brussels on Friday they will be told that the creation of their single market has gone a long way towards resolving the Twelve's competitiveness problems, but "the truth is that although we have changed, the world has changed faster".

As a result, European Commission president Mr Jacques Delors, in a much-awaited White Paper on competitiveness, growth and employment, calls for far-reaching changes to catch up. But he warns: "If there were a miracle cure, it would not have gone unnoticed."

Indeed, the paper starts from the premise that Europe is facing an economic and social crisis, of which unemployment is a main feature.

The Commission wants big changes in employment policy and a European "social pact" whereby gains in productivity would be ploughed into new investment and the creation of jobs.

It also wants the EU to act as the catalyst for a big investment programme in advanced telecommunications and information systems, and rail, road and energy networks across Europe.

With unemployment expected to reach 20m next year, "the EU should aim to create 15m jobs by the end of the century," the document says.

The framework for creating jobs and improving competitiveness, the document underlines, must remain an open economy, trading within solid multilateral rules after a successful Uruguay Round world trade reform deal, and monetary stability, low inflation and gradually reduced budget deficits, to make possible economic and monetary union and a single European currency.

But the White Paper, titled Tackling the Challenges and Moving into the 21st Century, makes clear its main target is unemployment, while emphasising that it is offering only broad guidelines for a complex problem offering no quick fixes.

There is, one senior Commission official says, "an ideological debate between those who believe the [labour] market will clear if you just remove a few obstacles, and those who believe this is a huge economic and social problem" requiring government intervention, albeit by following the trend of the market.

On the basis of the final draft, how-

Paper calls for big new investments in 'info-highways' and infrastructure

One of the main causes of Europe's decline in competitiveness is the slowdown in infrastructure investment of the past 10 years, according to the Delors White Paper, writes David Gardner.

The challenges involved in moving into the 21st century therefore involve big new investment in the "information highways" of the new industrial revolution, and in pan-European transport, energy and environmental infrastructure, it says.

Developing an advanced information society and economy, the paper says, in a characteristically Delors turn of phrase, "is a crucial aspect in the survival of Europe".

The development of new information technology, the White Paper envisages, would be financed almost entirely by private capital, while the transport and energy networks would be financed by a mix of public and private funding. In both cases, the EU and member states would play an enabling and catalytic role, and the White Paper emphasises that deregulation of the telecommunications sector is vital.

The Commission also wants the EU to encourage inter-company co-operation on research and development, in "a limited number of major joint projects, not only in information networks, but in bio-technology and eco-technologies."

The Commission proposes EU financing of about Ecu20bn (US\$25bn) a year between 1994 and 1999. About

Ecu5.3bn would come from the EU budget and Ecu6.7bn would be in loans from the European Investment Bank. But a further Ecu7bn could be raised, the paper says, by issuing "Union Bonds" on the capital markets, taking advantage of the EU's high credit rating. The balance would come from a further new instrument, a "convertible" bond issued by a company funding a project, backed by the European Investment Fund, set up a year ago.

The information technology drive, the White Paper estimates, would cost some Ecu150bn over the next 10 years, and Ecu7bn in 1994-99 for eight "priority" projects.

The White Paper specifies areas where the effort should be concentrated, such as developing a high-speed communications network. But Mr Delors wants a "Task Force on European Information Infrastructures" to be set up, with a mandate from the Twelve to kick-start the projects by mid-1994.

The Commission, as envisaged under the Maastricht treaty, would play a more leading role on transport and energy infrastructure. The White Paper reckons Ecu250bn investment is needed by the end of the century, mainly in rail, road, airport and gas pipeline infrastructure, building links within Europe and to its eastern and southern neighbours. Eight projects requiring Ecu50bn in 1994-99 are identified as priorities.

in working hours and job-sharing at national level" which could slow down production.

The White Paper's diagnosis is familiar from earlier drafts. Over the past 20 years, unemployment has steadily risen from cycle to cycle, as the European economy's potential growth rate has shrunk from around 4 per cent to 2.5 per cent, the investment ratio has fallen by five percentage points of gross domestic product and Europe has done worse than the US and Japan on jobs preserving export markets, matching research and development to the market and developing new products.

Notably, the EU is failing to harness the growth potential in eastern Europe,

and is too slow in responding to "an increasingly knowledge-based" economy.

The document identifies three kinds of unemployment requiring different treatment: cyclical unemployment, caused by low growth; structural unemployment, perhaps two thirds of the total, caused by competition from low wage economies, the high cost of unskilled labour, deficient training and over-protection of "traditional industries" in decline; and job losses caused by failure to adapt to the speed of technological change. Growth alone, the document argues, would deal only with the first category.

It therefore advocates:

● Advanced vocational training throughout people's working lives.

● Labour market flexibility through retraining, flexible working hours, measures to revive the rented housing market to stimulate labour mobility, and (more gingerly) prying people into work through unemployment benefit cuts, but accompanied by minimum income guarantees.

● Part-time working and job-sharing at company level, in which companies such as car maker BMW at Regensburg in Bavaria have shown can enhance use of plant.

● Reducing the cost of low-skilled labour by cutting social security contributions on their jobs, to be financed partly by greater tax revenue from the resultant expansion of employment.

The paper also suggests that the energy tax now blocked in the Council of Ministers and revenue from another proposal to harmonise taxes on investment could also make up the difference.

● Re-channeling more public spending on unemployment towards "active" labour market measures, including a big expansion of employment services for job-seekers.

● A subsidised expansion of "social" services in areas such as environmental protection, housing renovation and community care.

Officials underline that the trans-European networks programme is not a public works proposal to create jobs, but a plan to make Europe more competitive. A labour market strategy to create jobs is therefore essential.

"Recovery must be achieved principally by developing work and employment and not by going for basically Malthusian solutions" which would create a divided society, the White Paper concludes.

EU seeks to open up postal services

By Andrew Hill in Brussels

Telecommunications ministers of the European Union yesterday called for formal legislation to open up European postal services to competition, while safeguarding common service standards for all customers.

The ministers asked the European Commission to produce draft legislation before July next year, but they steered clear of the sensitive subject of which postal services should be protected from competition.

They said the Commission should come up with a definition of these "reserved" services, which could include basic domestic letter services. Ministers also sidestepped the issue of exactly what should constitute a basic minimum telephone service after 1998, when the EU telecoms sector is completely liberalised.

Preparatory discussions between national officials had revealed sharp differences of opinion between member states, such as Britain, which wanted competition to be introduced into most sectors of the market, and others which wanted to draw up a wider list of universal services to which all customers have a right.

A compromise resolution approved yesterday will include a list of minimum services already defined in other EU telecoms legislation. The actual services supplied as a right to customers will be defined by the governments themselves. The resolution says consumers will be entitled to "a defined minimum service of specified quality... and, in the light of specific national conditions, at a reasonable price".

Separately, ministers threw their weight behind a group of television manufacturers, broadcasters and satellite operators who are working on new standards for digital television broadcasts in the EU.

Ministers yesterday said common digital broadcasting standards were essential to the development of the new technology, which promises more channels and greater flexibility for consumers. But they said digital television would be "market-led".

The group was formed by the German Telecoms Ministry in the aftermath of the debacle over the Commission's original plans for the development of analogue high-definition television, which foundered when broadcasters did not follow the transmission standards laid down by the member states.

The EU strategy - watered down in the face of opposition from the UK to extensive funding - is now based on the encouragement of wide-screen television programmes and transmissions. References to set satellite transmission standards will be excised from an earlier directive.

Sanctions hit hard in Yugoslavia

Yugoslavia yesterday told the United Nations that sanctions imposed 18 months ago had had a devastating effect on its economy, causing losses so far of more than \$20bn. Renter reports from New York.

In a letter to Mr Boutros Boutros Ghali, the UN secretary-general, it said the economy of the rump Yugoslavia had declined to 1960 levels. By the end of this year, per capita income would amount to between \$200 and \$250, with a further downward trend if the sanctions persisted in 1994, it said.

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Brussels hits back over steel criticism

By Andrew Baxter in London and Reuters

The European Commission hit back swiftly yesterday after seven of Europe's biggest steel producers criticised its year-long efforts to restructure the sector, saying the industry itself was responsible for excess production.

In an open letter to industry ministers on Monday, the companies from six northern European countries had complained

of "totally inadequate" progress by the Commission. They warned against reaching solutions "at any price" to the deadlock over state subsidies.

In response Mr Martin Bangemann, industry commissioner, and Mr Karel Van Miert, competition commissioner, said in a joint statement: "It's not the Commission but the whole steel sector that is responsible for current production overcapacities."

Companies had not made one concrete offer to cut capacity despite the Commission's decision to authorise a restructuring fund backed by EC loans.

Brussels' efforts to slash overcapacity and rein in state subsidies efforts have been blocked by the inability of ministers to agree on steel subsidy plans in Italy, Germany and Spain.

The two commissioners pointed out that the need for unanimous backing for subsidy decisions put the Commission

in an "extremely delicate situation", but it had managed nevertheless to win deep capacity cuts in most cases.

It said parties interested in resolving the steel crisis should resist putting off decisions until the last minute or risk aggravating a situation with "catastrophic economic and social consequences".

The Commission's steel rescue plan aims to entice steelmakers to close some 30m tonnes of excess crude steel

capacity in exchange for European Union money to help cover at least 50,000 job losses, import restrictions and other assistance. Italy's refusal to accept the Commission's demands for capacity cuts at Ilva, the loss-making state steelmaker, in exchange for approval of state aid is the main stumbling block to an overall deal on subsidies.

But Mr Van Miert said on Monday he was close to a solution, but gave no details.

مكتبة الامم المتحدة

Inflation fall is boost for Yeltsin men

By Leyla Boulton in Moscow

The Russian government yesterday announced a significant fall in the inflation rate, giving a boost to President Boris Yeltsin's Choice, the electoral alliance set up by radical ministers, in the run-up to Sunday's parliamentary elections.

Inflation, the main gauge of success of unpopular financial austerity measures, was reported to be down to 11.3 per cent in November from 20 per cent in October. Mr Sergei Vasiliev, head of the government's economic reform centre, said it was a triumph for a much-criticised tightening of fiscal and monetary policy over the past six months.

Mr Boris Fyodorov, the finance minister, who says his campaigning for Russia's Choice consists of keeping a close watch on the country's financial health, promised that 1994 would be "a year of investment and restructuring".

In the charged week before the elections, any economic developments are being exploited to the full by Russian politicians.

By the same token, the dep-

uty prime minister, Mr Alexander Shokhin, who is responsible for foreign economic relations but running for a different party, confirmed that President Boris Yeltsin would fly to Brussels today to sign a political declaration with European Union leaders. The political declaration, which puts Russia on the same footing as the US and Japan as a political partner for the EU, also sets out the principles of a more concrete partnership agreement to be signed next year.

Denying that the trip would serve as a public relations boost for Mr Yeltsin before the elections, Mr Shokhin said that "on the contrary it would help strengthen the image of Europe" which had taken a long time to recognise the progress made by Russia towards a market economy. But he admitted that Russia and the EU were still at loggerheads over restrictions imposed by President Yeltsin on western banks to win support for Russia's Choice from powerful Russian banks.

The restrictions, barring western banks already licensed to do business in Russia from dealing with Russian customers, have sparked a fierce protest by the European Commission which says they go against the spirit of the draft partnership agreement.



A campaign worker puts up an election poster for independent candidate Anatoli Guskov in the village of Popovka, 50km from Moscow. But television remains the main means of reaching voters, although a recent survey had 51 per cent of viewers saying party broadcasts had not influenced them in any way.

Russian prophecy of doom

A top regional reformer sees trouble ahead, writes Chrystia Freeland

The following gloomy prediction is not the pre-election bombast of the communists, but the prophecy of Mr Boris Nemtsov, one of Russia's ground-breaking economic reformers and a candidate in this weekend's parliamentary elections. "Unfortunately the next year in Russia will be a year of tremendous inflation, unemployment, strikes, factory closures and very acute political conflicts. I see nothing good in the future."

Mr Nemtsov is the 35-year-old governor of the Nizhny Novgorod region, about 400km east of Moscow. His reformist credentials are impeccable. Until two years ago, under its Soviet name of Gorky, the region was a closed centre for the defence industry and the bleak site of Dr Andrei Sakharov's exile. Under Mr Nemtsov's leadership, it has become a flagship for economic reform.

"Mr Nemtsov's record speaks for itself," says Mr Anthony Doran, manager of the European division of the International Finance Corporation, the private sector arm of the World Bank. The region's 100 per cent backing for reform was what led the IFC to pilot its small-scale privatisation programme in Nizhny Novgorod. Since then, the region has privatised between 65 and 70 per cent of its small businesses, auctioned off 1,000 trucks, and created a demonstration effect for all of Russia," says Mr Doran.

Last month, Nizhny Novgorod launched a project to privatise land, a contentious issue in Russia where even in Tsar-



while privatisation should be pushed forward, the government's macro-economic policy of restricting credits to the country's inefficient heavy industries threatens to destroy Russia's economy.

Mr Nemtsov cites the local example of GAZ, one of Russia's leading automobile manufacturers, which employs a quarter of Nizhny Novgorod's working population. Tight credits have pushed GAZ to the brink of bankruptcy, but instead of restructuring, the plant is on a four-day week and threatening to lay off 20,000 workers—a move which in one fell swoop could erode the strong public support for reforms in the region.

It could also send Mr Nemtsov plummeting from his current 78 per cent approval rating in opinion polls.

[Boris] Fyodorov [the minister of finance] and Gaidar's tight fiscal policy is doomed," says Mr Nemtsov, a former the-

oretical physicist whose conversation is peppered with references to "the idiot Gaidar". "They (Fyodorov and Gaidar) think that if we stop giving the large factories soft credits they will begin structural reforms. In fact, the contrary is occurring—factories are raising prices and decreasing their production," Mr Nemtsov explains. "They are not doing so because they are evil communists, but because they are monopoly producers."

Mr Nemtsov, whose views are shared by some other reformist regional leaders, believes his disagreement with Mr Gaidar is not purely ideological. Instead, he contends that Mr Gaidar has been "bought off by Moscow bankers", who are profiting from the very policies which are hurting heavy industry, and cites the recent restrictions on foreign banks as evidence of Mr Gaidar's dependence upon the financial lobby.

As an alternative, Mr Nemtsov favours the slower pace of reforms advocated by Mr Grigory Yavlinsky, who was instrumental in drafting Nizhny Novgorod's regional reform programme and is the leader of the "Yabloko" bloc.

Mr Nemtsov is in favour of lower interest rates, tax holidays and "controlled inflation".

Critics of Mr Nemtsov's ilk might not cut too deeply into the vote for Russia's Choice, but they could form a chorus which will pose a more serious challenge to Mr Gaidar's market economics than the shriller cries of the extremist parties.

GM nears final deal on joint venture in Poland

By Kevin Done, Motor Industry Correspondent

General Motors Europe is expected to reach final agreement next week to begin assembling cars in Poland.

GM is planning to form a joint venture with FSO, the Polish state-owned carmaker, to assemble the Opel Astra small family car in part of the FSO plant in Warsaw.

In the first stage of the project GM is aiming to assemble annually up to 10,000 four-door Opel Astras from SKD (semi knocked-down) kits supplied from its plants in west Europe.

GM will send painted car bodies from its assembly plant in Antwerp, Belgium, for final trim and assembly in Warsaw.

Main components such as engines and transmissions will be supplied from its plant in Bochum, Germany. Production is expected to start in the autumn of next year.

In this initial stage of the venture GM is expected to invest about \$25m (£16.7m). It will take a stake of around 70 per cent in the venture, which is likely to have a workforce of around 250.

Under its terms, which have been under negotiation for more than two years, GM envisages moving later to a more ambitious second stage in which cars would be assembled from CKD (completely knocked down) kits, which would require body welding and painting to be carried out in Poland. Output for the second stage could be increased to 35,000 cars a year on three shifts with a workforce of around 1,000. The second stage would increase total investment in the project to around \$60m.

As part of the planned co-operation GM would aim to take part in developing the automotive components supply industry in Poland.

The company announced yesterday that ACG, the GM group's automotive components subsidiary, had signed a memorandum of understanding with FSO and its affiliate ZEM-ELK to set up a feasibility study into the establishment of ventures in such component areas such as wiring harnesses, lighting, metal and plastic components.

Sharp rise in French company failures

By John Riddling in Paris

The number of French company failures increased sharply in October, rising to 5,829 from 4,177 in September, according to Insee, the national statistics office.

The figures demonstrate the continued fragility of the French economy, despite government claims that the worst of the downturn is over and that recovery will start from the end of the year.

The number of business casualties in October, the highest for five months, means that more than 62,000 companies failed in the 12 months to the end of that month. This represents a rise of 9.9 per cent over the same period in 1991-1992.

Industrial companies, and particularly manufacturers of consumer goods, were among the worst hit in October, along with hotels, cafes and restaurants. Government officials said that an increase in the rate of business failures often occurred at the end of a recession and that measures were being implemented to aid small businesses.

Earlier this week, Mr Edmond Alphandery, the economy minister, announced increased financial support for struggling small businesses. He said that CEPME, a body specialising in equipment financing for small companies, would receive FF200m (£32m) to extend its loan guarantees. Mr Alphandery also urged commercial banks to follow the central bank in reducing the cost of credit.

Czech trade surplus forces effective devaluation

Slovak currency setback

By Patrick Blum in Vienna

The Czech and Slovak republics have re-adjusted their currencies under their Ecu-based clearing agreement, leading to an effective 8 per cent devaluation of the Slovak crown against the Czech currency for trade between the two countries.

The adjustment does not affect the value of the two crowns against other currencies but the change is important for domestic and international companies operating in both halves of the now divided former Czechoslovakia.

Over the first nine months of

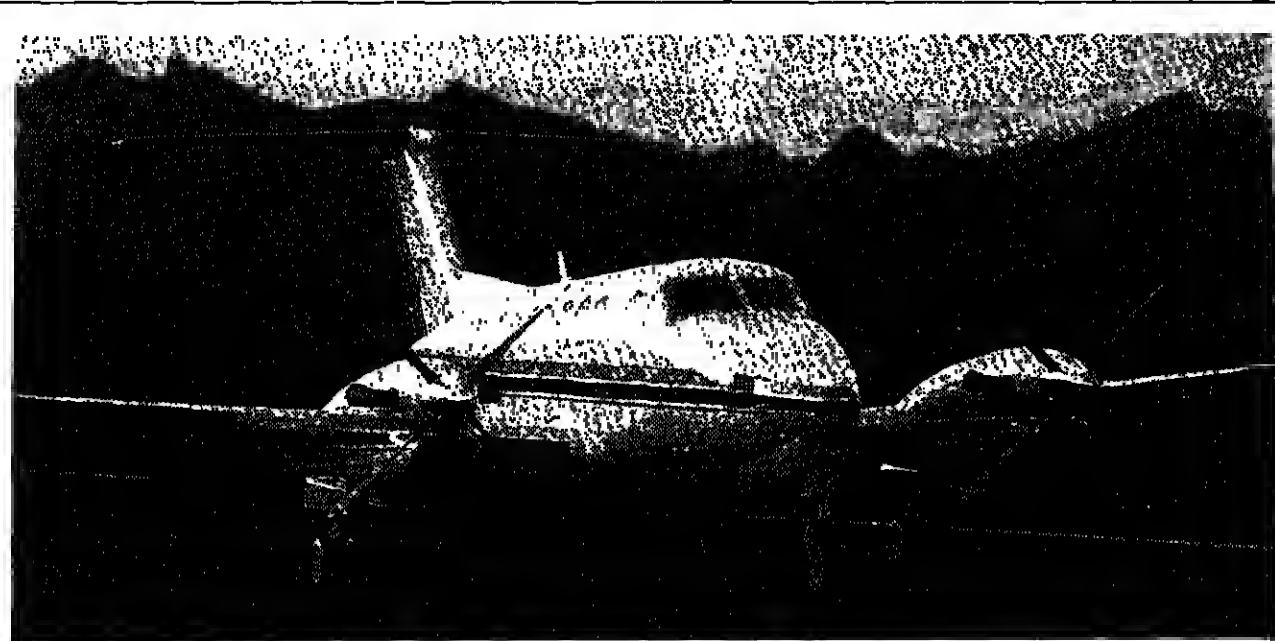
the year Czech exports to Slovakia were Czk54.37bn (£1.2bn) while Slovakia exported goods worth Czk47.54bn to the Czech republic.

The change was made necessary by the rise in the Czech Republic's surplus in the clearing balance to Ecu110m (£69.8m), close to an agreed limit of Ecu130m. Mr Martin Svehla, spokesman for the Czech national bank said yesterday.

In practice it means the Slovak crown, which was devalued by 10 per cent against all currencies in July, has lost 18 per cent of its value against the Czech crown since the start

of the year. The move is expected to slow Czech exports to Slovakia and boost Slovak exports to the Czech Republic. The Slovak state secretary of privatisation, Mr Ivan Lexa, has been charged with defaming the presidency, a government official said yesterday. Renter reports from Bratislava.

Mr Lexa, an ally of the prime minister, Mr Vladimir Meciar, suggested in November that aides close to the president were involved in illicit business, said Mr Jaroslav Ivor, an interior ministry official. Mr Lexa could face two years in prison for the remarks.



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US reveals 200 secret nuclear tests

By George Graham
in Washington

The US admitted yesterday it had concealed more than 200 nuclear tests since 1945 for fear of giving information to the Soviet Union.

Mrs Hazel O'Leary, the energy secretary, said yesterday the US had conducted 925 nuclear tests between 1945 and 1990, including 204 previously undisclosed.

Mrs O'Leary said the announcement was "a foot in the tub" for the energy department's plan to release far more information about its activities and restore public trust in the agency for the important debate about where and how to store nuclear waste. "We were shrouded and clouded in an atmosphere of secrecy. And I would even take a step further - I would call it repression," Mrs O'Leary said yesterday.

Among the information emerging yesterday on the nuclear programme, Mrs O'Leary said the US had used 93 tons of plutonium in weapons production between 1945 and 1988, and that plutonium inventories at US nuclear weapons production sites now totalled 33.5 tons.

"This informs everyone as we begin to grapple with the problem in a very public way of the ultimate disposition of plutonium in the United States," Mrs O'Leary



Mrs O'Leary: lifting the shrouds of secrecy

The energy department also declassified much of its information surrounding inertial confinement fusion research, as well as data on mercury releases at the Oakridge plant in Tennessee. Mrs O'Leary said the department was reviewing 32m pages for possible release. The secrecy dates from the Manhattan Project, during which scientists built the atom bomb that devastated the Japanese cities of Hiroshima and Nagasaki at the end of World War Two.

Mr Christopher Paine, a nuclear weapons expert at the private Natural Resources Defence Council, said the number of previously secret weapons tests was larger than had been estimated by specialists.

The government said 36 of the secret tests accidentally sent small quantities of radioactive gas into the atmosphere, but there was "no lasting environmental impact, even in the immediate areas of the tests".

● About 1,800 pounds (725 kg) of radioactive plutonium missing from the Rocky Flats nuclear weapons plant in Colorado has been found buried at a federal site in eastern Idaho, a Seattle newspaper reported, Renter adds from Seattle.

The Department of Energy acknowledged "a discrepancy in records" accounting for the missing plutonium, the Seattle Post-Intelligencer said.

Idaho Governor Cecil Andrus said he is "gravely concerned" about the plutonium, buried over several acres at the Idaho National Engineering Laboratory. The buried plutonium is in particles, on contaminated tools and clothing and in sludge form, the newspaper said.

Department of Energy officials say that despite the accounting mistake there was never any danger that the plutonium could have found its way into the wrong hands.

Pentagon to plan for new foes

By George Graham

The US is to change its military planning, equipment and intelligence to deal with the likelihood that, even after the demise of the Warsaw Pact, its future enemies are likely to possess some form of chemical, biological or nuclear weapon.

Mr Les Aspin, the secretary of defence, said new measures were needed because "a policy of prevention through denial won't be enough to cope with the potential of tomorrow's proliferators".

The military services have been asked to examine their equipment programmes and shift money toward better ways of tracking mobile missile launchers, improving bomb penetration to attack buried weapons sites and developing detectors and suits to guard against chemical or biological attack. Theatre missile defence systems will also be a priority.

These new counter-proliferation measures could cost hundreds of millions of dollars, and a senior defence official said budget realties meant money would come from other defence programmes.

Haiti could suffer army power struggle

Low on fuel and unsure where the next paycheck is coming from, the Haitian army is facing a crisis which diplomats said yesterday could mean a power struggle between the military and right-wing groups. Reuter reports from Port au Prince.

Army-backed groups such as the Front for the Advancement and Progress of Haiti (FRAPH) are expanding their operations, threatening rank-and-file military men who see their power being eroded, said one western diplomat.

That might help push the army back to the negotiating

table after weeks of the military thwarting a United Nations-brokered plan to restore ousted President Jean-Bertrand Aristide to power, experts said.

Haiti Prime Minister Robert Malval was to meet UN officials in New York yesterday and then fly to Rome to seek the Vatican's support for a new initiative.

Mr Malval said on Monday he would hold a national meeting as early as next week to bring various national and business leaders together to negotiate a solution to the crisis.

González bid to ease EU strains

By Jurek Martin in Washington

A clearer European identity in defence policy and a European economic recovery would do much to ease strains in relationships with the US, Spain's premier Felipe González said yesterday.

Speaking after a White House session with President Bill Clinton on Monday, he identified the Nato summit in Brussels next month and the extra steps to European monetary union due to take effect on January 1 as important markers in this process.

"We are still unsure if co-ordinated policies can lower European interest rates," he said. "But lowering them, together with a Gatt agreement, is of most interest to the US because a European economic recovery is in the American interest."

Mr González thought Mr Warren Christopher, US secretary of state, had "exaggerated" last week in warning of the deleterious effects on Nato of a failure to reach a Gatt agreement.

He felt the already evident US economic recovery would remove some of the broader US concerns, as would a future European rebound. But he conceded that it was proving difficult to define policies to deal with what he called "the new world disorder".

On Bosnia, the prime minister thought the US was right in being "cautious" about committing troops to enforce a settlement. But he noted the growth in public support in Spain, from less than 40 per cent to over 70 per cent, for humanitarian peacekeeping operations there.

He took consolation in certain political paradoxes: that the current Italian government might be the weakest in Europe but still had a better chance to institute necessary domestic reforms than any in the past 10 years.

Concerning Cuba, he stressed the Spanish preference for ending the economic embargo.

Politicians put poor on top of the agenda, writes David Pilling

Chile finds growth fights poverty

From La Pintana, a desperately poor municipality in south Santiago, the Chilean economic miracle seems worlds away. Most of La Pintana's inhabitants, many forcibly relocated from more prosperous neighbourhoods during the military regime, live in rows of cramped, squalid government housing, often looking out on unpaved streets plagued with crime.

La Pintana's 170,000 inhabitants have no hospital and only one secondary school. More than half live below the poverty line. According to the mayor, Mr Jaime Pavez, residents are four times less likely to have regular work than their fellow Chileans. They are nearly 200 times less likely to own a telephone.

In spite of a decade of exceptional national growth, a third of Chileans still find themselves below the poverty threshold, while nearly one in 10 lives in extreme poverty.

Huge discrepancies between rich and poor, long evident in Chile, are becoming more obvious in a country whose rapid growth has delivered the trappings of a consumerist, western lifestyle to large sections of the population. So much so that both left and right-wing candidates in the presidential election this weekend have put the issue of Chile's poor at the top of their agenda.

Mr Eduardo Frei, the Concertación coalition candidate widely expected to win the presidency, has pledged to eradicate poverty within six years. Although there is much to be done, Mr Frei says, the centre-left coalition has made considerable inroads during his four-year term. According to official figures, by November 1992 the percentage of people living in poverty had shrunk to 32.7 from 40.1 two years earlier and 44.4 in 1987.

Given current growth rates, that figure should drop further to about 28 per cent by next March, according to Mr Alejandro Foxley, finance minister. "Essentially, in 1987 you had 6.5m living below the poverty line and by the end of this administration it will be 3.8m. I think that's pretty impressive."

Mr Foxley also cites data showing that people in abject poverty - defined as those unable to afford basic food requirements - fell to 9 per cent in 1990 from 13.8 per cent two years earlier, and 16.8 per cent in 1987.

Such progress, Mr Foxley says, has been the result of economic expansion (which



Slum dwellers at a soup kitchen in Santiago: many were forcibly relocated under the military

has averaged 6.3 per cent over four years), the rapid creation of jobs, as well as specific policies to target Chile's poorest. Since 1990, the government has raised the minimum wage by "30 per cent in real terms", while family allowances have seen a "big expansion".

Mr Cerro Rosenthal, executive secretary of the UN's Economic Commission for Latin America and the Caribbean, agrees that there have been significant improvements. "The recuperation that you are seeing now in part reflects the fact that,

when this economy grows, you can pull people out of poverty in a relatively short time," he says.

"In other countries you can pour a lot of money in, but you are unlikely to see results for a generation. The type of poverty you have here is qualitatively different from that found, for example, in Peru or Bolivia. The levels of education, infant mortality, health and so forth are quite different."

"In Chile the workforce is sufficiently skilled to take up opportunities as they arise.

They are trainable, in many other Latin American countries, there comes a point where this is not true." The creation of jobs is thus the over-riding factor, he says.

Official figures show unemployment continuing to fall sharply. The number of jobless is 4.5 per cent, against 6.5 per cent in 1990 and 20 per cent in 1982. Although some observers question the accuracy of government jobs statistics, few disagree with Mr Rosenthal's belief that unemployment has "clearly come down terrifi-

cally", nor with his assessment that wages at the lower end of the scale have risen markedly.

According to Pavez, the world employment programme, Chile has bucked the regional trend by creating not only more, but "better quality" jobs. Since 1985, the proportion of Chileans with low-paid, unstable work has steadily declined. Only 50 per cent of Chileans are self-employed or work for small businesses against 56 per cent in Mexico and 60 per cent in Colombia.

"Real salaries in Chile have shown a sustained recuperation since 1985," Pavez's report says. "Despite this, minimum wages are still below those of 1980." The group estimates real minimum wages at 83.4 per cent of 1980 levels, up from 63.4 per cent in 1985.

Mr Rosenthal says the government has struck the right balance between specific measures aimed at tackling poverty and policies intended to stimulate economic growth and job creation generally. "If we were asked to grade the government in this area, we would give them high marks. They seem to have got it about right."

From La Pintana, it is less easy to be sanguine. Mr Pavez feels the government has not done enough to help "marginalised communities". He is particularly aggrieved at the allocation of local taxes which, he says, favours wealthier municipalities.

"For example, in Las Condes (one of Santiago's richest districts) you have well-equipped public health facilities even though most people go to private clinics. Here, where there is much greater need, we don't even have a hospital."

Government housing too, he says, often fails to meet basic standards. He recently refused to attend a ceremony in his municipality intended to welcome residents to their new homes. "Some houses didn't even have floors or staircases," he says. "I didn't go because I couldn't say 'welcome' - it would have been false."

Mr Pavez says districts such as La Pintana need what he calls "discriminatory decentralisation", the channelling of funds from wealthier districts to poorer ones.

In the absence of the necessary resources, he says, it will prove almost impossible to "cut the vicious cycle of poverty. Without this we won't be able to incorporate our people into the world outside - the world of the Chilean miracle."

Latin America incomes 'need restoring'

Two out of every five Latin American city-dwellers are poor, while three in five of the rural population live in poverty, according to a UN study published recently, David Pilling writes from Santiago.

Throughout the 1980s income distribution worsened significantly as countries adjusted to the effects of the debt crisis, according to the Social Pan-

orama report produced by the Economic Commission for Latin America and the Caribbean (Cepal).

"This did not only affect homes on low incomes, deepening their poverty, but also hit the middle classes who lost out relatively in terms of income distribution." The task of restoring middle class living standards is "more difficult and lengthy" than that of eradicating

extreme poverty, according to Cepal, since it requires much greater resources.

In the short term, Cepal says, governments need to tackle three areas: restoring salaries in the formal sector to pre-1980s levels, raising productivity and conditions in the informal sector and strengthening inadequate social security and pension provisions.

"By different means and with varying intensity, Latin American governments have made advances on all three fronts, although much remains to be done," the report says.

In the medium term, governments must develop "human resources" through access to education, tackling youth unemployment and expanding resources in rural areas.

Escobar's death frees government to concentrate on other targets

Colombia shifts focus in the drugs battle

By Sarita Kendall in Bogotá

After years of obsession with Pablo Escobar as the main source of Colombia's evils, the country is unexpectedly realistic about the significance of his death. An opinion poll after the Medellín drug chief was shot dead last week found that more than half those interviewed thought drug trafficking would continue as before; a third said there would be no change in the violence.

President Cesar Gaviria and other political and military leaders were clearly relieved the memory of Escobar's escape from his luxury jail could be rubbed out, but they expressed satisfaction rather than triumph and talked

in terms of the long battle ahead. Perhaps one of the most useful results of Escobar's death is that the drug problem can now be seen in greater perspective. The US ambassador to Bogotá says the government will now be able to direct its efforts against the more serious Cali trafficking group.

For years the Cali groups have represented the more tolerable face of trafficking. While Escobar terrorised the country with car bombs, the Cali people fought hanks, funded politicians, founded universities and concentrated on legalising their fortunes. On the whole, the violence did not impinge on the public, but with the appearance of new heroin trafficking groups, this

changed: dozens of bodies floated down the River Cauca and Cali's murder rate shot up.

The government is trying to draw Cali and other traffickers into the surrender-and-confess programme: they would serve short sentences and then emerge with "legal" status. But some see the surrender legislation as almost as good as an amnesty.

Even if the top people surrender, as it seems they may, there is no reason to suppose their organisations will stop trafficking, and there are plenty of ambitious young criminals waiting.

The number of trafficking groups and the size of the business are growing, according to drug experts in Colombia.

Only recently has any serious effort been made to tackle money-laundering structures and stem the avalanche of returning dollars, estimated at \$800m-\$900m a year over the past two years.

President Gaviria, the police and armed forces have recovered prestige at home and abroad with the death of Escobar. It also removes one source of violence from the current electoral campaign (three presidential candidates were assassinated in the last one). Business people believe foreign investors will regain confidence in Colombia. As one newspaper columnist wrote: "The Escobar excuse is over and forces the government to show better results on other fronts."

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NEWS: INTERNATIONAL

Low-key start to new order in S Africa

By Patti Waldmeir
in Cape Town

White rule ended formally in South Africa yesterday when a multi-racial Transitional Executive Council took office in Cape Town, in a ceremony marking the end of decades of anti-apartheid struggle.

Its first substantive act was to approve a government application to the International Monetary Fund for a loan of \$850m (£570.4m) from its compensation and contingency financing facility, to counteract balance-of-payments problems caused by last year's drought. It was the first time Pretoria had sought the sanction of black South Africans for its actions, and represents the first concrete step toward black rule.

"We have done it. We have achieved the seemingly impossible. Now for the miracle of a completely free and fair election," Mr Joe Slovo, Communist party chairman and a former guerrilla leader who was for years Pretoria's most hated adversary, told the first meeting of the TEC.

The ceremony, curiously muted, took place in the chamber of the Good Hope building, in the shadow of Table Mountain. It was marred by the absence of seven of the 26

parties which originally took part in multi-party talks on a new constitution.

Chief among these were the Inkatha Freedom party and the white-supremacist Conservative party, whose decision to boycott the TEC, and possibly next year's elections, threatens transition to democracy.

On Monday night, talks between the right-wing parties, known as the Freedom Alliance, the African National Congress and the government broke down after the ANC issued an ultimatum: the Freedom Alliance must agree to take part in the TEC and other transitional bodies, and in the elections, before further talks can take place on constitutional amendments to meet the alliance's demands for stronger federal powers for regions.

The government has released a proposed amendment on regional powers, making cosmetic changes to the constitution agreed last month, in a symbolic act of protest at the installation of the TEC, about 30 armed white rightists occupied Fort Schanskop outside Pretoria. The government and the ANC continued to dispute the actual extent of the TEC's powers, with Mr Cyril Ramaphosa, ANC chief negotiator, urging delegates to ensure it is not a "toy telephone".

Banda resumes power in bid to restore order

By Nick Young in Lilongwe

President Hastings Banda resumed executive power in Malawi yesterday, in an apparent move to restore order after an army crackdown on Malawi Young Pioneers, the armed wing of the ruling Congress party.

Government and party premises were attacked during the crackdown, believed to have been instigated by middle-ranking army officers, in which about 30 people died.

Opposition leaders doubt Dr Banda's ability to govern after a brain operation and a two-month convalescence, during which power passed to a Congress party triumvirate.

An opposition-dominated National Consultative Council has urged the triumvirate's resignation and the sacking of Maj Gen Isaac Yohane, army chief of staff. Dr Banda's return meets these demands halfway, but the opposition wants an interim president appointed, pending elections.

Ivory Coast left an explosive legacy

Leslie Crawford reports problems are crowding in on Houphouët's successors

President Félix Houphouët-Boigny of the Ivory Coast, Africa's longest serving leader, died yesterday at the official age of 88, leaving a bitter struggle over his succession and an economy in ruins.

"Ivory Coast is orphaned," Mr Alassane Ouattara, the prime minister, said in a brief address on state television. The metaphor is appropriate. Ivoirians have only known one leader since independence in 1960, and the stable government they enjoyed under his paternal rule could disappear with its creator.

Whether out of vanity or superstition, Mr Houphouët-Boigny refused to groom an heir. "An African chief never names his successor," he once said, and the subject became taboo.

Under the constitution, the

speaker of parliament, Mr Henri Konan Bedie, should lead the country until the end of the current presidential term in October 1995. But Mr Bedie is locked in a bitter struggle for power with Mr Ouattara, and no announcement immediately emerged concerning the new head of state.

Supporters of the prime minister argue that the Supreme Court is inept, making a constitutional succession impossible. Mr Bedie, a career politician

who comes from the president's Baoule tribe, has the strongest claim to the throne. But Mr Ouattara, a former director of the International Monetary Fund, enjoys a better reputation.

Mr Ouattara is nominally in charge of a government which has drifted for most of this year. Policies that could arrest the Ivory Coast's economic decline have not been forthcoming.

France, the former colonial power which has paid the Ivory Coast's annual \$350m (£230m) debt-servicing bill to the World Bank since 1992, is threatening to withdraw critical balance-of-payments support at the end of the year. The country cannot service its \$17.5bn foreign debt by itself.

Talks with the IMF, which were due to start this week, will probably have to be

suspended until the succession struggle is resolved. The economy was stagnant this year, after five years of declining output in which gross domestic product fell by 7 per cent. The collapse of commodity prices has impoverished the country, the world's largest cocoa producer. The World Bank estimates per capita incomes have plunged by 25 per cent since 1987.

"It is a decline comparable only to the hardships suffered in the Soviet Union," says a World Bank economist, "without safety nets or programmes for the poor."

In the minds of many Ivoirians, the country's economic malaise became fused with the president's declining health. Anti-immigrant riots that swept through the capital Abidjan in November, as the president lay unconscious in

his palace in Yamoussoukro, were taken as a bad omen.

Ivoirians fear there is no one of Houphouët-Boigny's stature to rein in the ethnic and social tensions which threaten the most stable regime in West Africa. "Houphouët's legacy is crumbling," says Mr Laurent Gbagbo, leader of the largest opposition party, the Front Populaire Ivoirien. "The ruling party is tearing itself apart in the leadership struggle; the government is bankrupt; civil servants are on strike. Our task today is to rebuild this crumbling edifice together."

So far, Mr Gbagbo's message has fallen on deaf ears.

Raclet overtones have crept into the fray. Newspapers backing Mr Bedie denounce Mr Ouattara as a "foreigner" because he was educated in Burkina Faso and the US. Newspapers supporting the



IVORY COAST
Yamoussoukro
Abidjan

prime minister attack the Bedie camp as "fascists".

France has taken the lead in trying to ensure a peaceful transition. "This period of social unrest and uncertain political leadership is potentially very explosive," says a western ambassador in Abidjan.

Underlying the concerns of many diplomats is the fear that if the politicians cannot agree among themselves, the military will take over.

A chief who postponed the day of reckoning

By Leslie Crawford

While most leaders are judged by their achievements, a cruel twist of fate granted Félix Houphouët-Boigny such exceptional longevity that he was forced to live through the decline of his greatest creation: the Ivory Coast.

The loss of "le Vieux", the father of the nation, has given Ivoirians the chance of a fresh start 33 years to the day after independence from France.

They must now decide who is to succeed him and how - a question Houphouët-Boigny refused to discuss during his lifetime - and confront the economic and social malaise ushered in by the collapse of cocoa and coffee prices in the early 1980s.

As Houphouët-Boigny advanced in years, his preoccupation with eternity became more pressing than the day-to-day running of his country.

Like the pious monarchs of medieval Europe, Houphouët-Boigny paid lavishly for a place in heaven. He often boasted that the Basilica of Our Lady of Peace in Yamoussoukro, his \$150m gift to the Vatican, was financed from his personal fortune. The Basilica in the jungle, only a fraction smaller than St Peter's, stands as a testament to his devout Catholicism - and the delusions of grandeur common to dictators.

Born before the French took possession of his native village, Félix Houphouët, a doctor trained in Dakar, made his first impression on the colo-

nial administration of the 1930s by campaigning for higher cocoa prices for African farmers.

He added Boigny ("the ram" or "irresistible force") to his surname after being elected to the French constituent assembly in 1946, where he promoted a law which abolished forced labour in France's African colonies. He went on to serve six terms of office as a minister in the governments of two French republics.

He did not fight for the Ivory Coast's independence. Rather, it was his way of escaping plans for a Federation of West Africa advocated by fellow Africans like Leopold Senghor of Senegal and Ahmed Sekou Toure of Guinea. He was the odd-man-out among Africa's emerging leaders in many respects. Ideals of pan-Africanism filled him with profound scepticism. He favoured close ties with France, and a capitalist model of development. Africa, he was quoted as saying, "must be an extension of Europe".

At the first summit of the Organisation of African Unity 30 years ago, he was the lone voice opposed to sanctions against South Africa.

With French investment and thousands of French advisers in government, however, Houphouët-Boigny's Ivory Coast came to be seen as a model post-colonial state. He managed to combine a polished international reputation and the outlook of an African chief.

Until 1990, the Ivory Coast was a



Houphouët-Boigny lived through the decline of his greatest creation

one-party state, but a benevolent one. Political opponents were occasionally locked up. More often, they were co-opted into government with generous offers of ministerial posts. There was no death penalty during his rule, and the Ivory Coast enjoyed a better

human rights record than most post-independence African states.

Above all, there was stability. Every five years Houphouët-Boigny was re-elected, unopposed, to the presidency with 100 per cent of the vote. He created an economy based on

cocoa and coffee, and borrowed heavily against the commodity boom of the 1970s to transform Abidjan into a showcase of African development. The Ivory Coast was, for a while, the richest country in Francophone Africa.

Then the world price for cocoa started to fall, attempts to protect Ivoirian growers with guaranteed prices ran up huge budget deficits, and the nation slid suddenly towards hunger and crime. When social unrest forced the advent of multi-party democracy in 1990, Houphouët-Boigny conceded 18 per cent of the vote to his rival, Laurent Gbagbo, in a contest marred by fraud.

By then, Houphouët-Boigny was well into his 80s and spending more and more time convalescing from various ailments in Europe. The fact that there were no coup attempts during his prolonged absence was a tribute to his unquestioned authority.

His greatest mistake was to postpone the inevitable day of reckoning, when the Ivory Coast would have to learn to live without him. The succession became a taboo subject.

The animist traditions of his Baoule tribe, he once told visiting choir boys, say that if you die a chief, you will remain a chief in the after life. Die a servant, and you will forever be a servant. Houphouët-Boigny, who retained the services of a witch-doctor as well as the top cancer specialists of Switzerland, made sure he would die a chief.

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Peres predicts renewed talks with Syria

By Julian Ozzanne in Jerusalem

Mr Shimon Peres, Israel's foreign minister, said yesterday Syria was ready to renew peace talks after successful shuttle diplomacy by Mr Warren Christopher, US secretary of state.

The claim came as Syria said it had rejected an Israeli proposal to withdraw in four phases from the occupied Golan Heights in return for immediate peace.

Mr Christopher is expected to announce the resumption of Middle East peace talks in Washington in January after a break of seven months when he returns to Damascus tomorrow for a second round of talks with President Hafez al-Assad.

In Bonn Mr Yasser Arafat, Palestine Liberation Organisation chairman, renewed his demand that Israel stick to a deadline five days away for starting to withdraw Israeli troops from the Gaza Strip and West Bank area of Jericho.

Mr Arafat said the December 13 date was sacred and if it was not met "it would reflect negatively on the credibility of the peace process". In Israel officials reiterated that the deadline could not be met although some symbolic gesture might be made.

A meeting between Mr Arafat and Mr Yitzhak Rabin, Israeli prime minister, is one option being considered. Mr Arafat is due to meet Mr Peres in Spain tomorrow.

Palestinian and Israeli negotiators remain deeply divided on a number of economic and security issues. In Cairo, where talks are being held on military and security issues the two sides have yet to agree the size of the Jericho area, who will control border crossings and the number of Israeli troops who will remain in Gaza-Jericho to protect Israeli settlers.

Mr Nabil Shaath, chief PLO negotiator, said however that the two sides would exchange draft agreements today which would be subject to further negotiations.

Some progress has been made in Paris, where the two



Rabin and Christopher in Jerusalem yesterday

sides are negotiating future economic relations. Mr Yacob Tsur, Israeli agriculture minister, said yesterday agreement had been reached on a phased entry of Palestinian agricultural produce into Israel starting with 70,000 tonnes of vegetables and 100m eggs in the first year.

Mr Tsur also said the Palestinians had agreed to prohibit import of produce from third countries currently prohibited in Israel.

Officials also said the two sides had largely agreed on money and banking for the Palestinian economy. Disagreement remains over an Israeli proposal for a customs union with harmonisation of taxes and duties.

Meanwhile, Israeli settlers all across Israel demonstrated, blocked roads and shouted anti-government slogans protesting against Monday's killing of two Jewish settlers in an ambush by extremist Palestinians in Hebron. Thousands took part in the funeral procession from Bnei Brak through Jerusalem to Hebron.

'Peace agreement is a recipe for civil war'

Jewish settlers to fight on as 'vanguard soldiers'

Cradling an infant, Mrs Orit Struck, a 33-year-old pregnant mother of six, talks softly about the fears of Jewish settlers in Hebron, a hotbed of Zionist militancy and a flashpoint of current Arab-Jewish violence.

"Every time I take my children to school I have to try hard to smile at them because I know that by noon I may not see them ever again," she says the morning after Palestinian gunmen ambushed and shot dead a settler and his son in Hebron. "That is the most awful thing for a mother."

Of the Arabs, she says: "We know they hate us and are our enemies. They tell us openly as soon as the army leaves they will come and kill us all with guns and knives. But the worse thing is that there are Jews in the government standing behind them and giving them encouragement. We are betrayed."

So why does she stay in her small apartment complex, surrounded by soldiers, gun-toting Israeli settlers, wire fences and watchtowers in an Arab town? Like many orthodox Jews, Mrs Struck, who carries a gun, believes that God gave the Jews all the land in the West Bank - which they call by the Old Testament name of Judea and Samaria.

"The places in Judea and Samaria are the roots of Jewish life. It is like a tree and here are the roots, especially

Julian Ozzanne reports on fear and hatred in Hebron

Hebron. Here Abraham brought land for his sons and King David started his royalty. We are like vanguard soldiers of the Jewish people. To leave would be like deserting a soldier's post. Most people, like me, are becoming more stubborn."

Outside soldiers patrolled the deserted roads of the usually bustling Arab market town enforcing a strict curfew after Monday's killings which, in turn, came after Jewish settlers shot into crowds of Palestinians last week and killed one.

At the scene of Monday's ambush a group of Jewish students erected a memorial to the two dead settlers out of stones stained with dried blood. Behind them lay an overturned Arab car and smouldering tyres set alight when settlers rioted after the killings.

Since the Israeli-Palestinian peace accord was signed in September, the 120,000 Jewish settlers have been increasingly vocal against the agreement which they fear, ultimately, will mean giving up their homes.

Violence on the settler side has been matched by Islamic fundamentalists who are also opposed to peace, leaving at least 18 Israelis and 34 Palestinians dead since September. Yesterday the fundamentalist Hamas movement claimed responsibility for Monday's killings and said it was changing tactics from attacking soldiers to attacking settlers.

The settlers, acting under the umbrella of the Yesha Council, have formed a security organisation called Hashomer - an armed security force of settlers. They have also threatened a nation-wide campaign of civil disobedience.

Some government ministers have branded Yesha Council "a subversive organisation" and the violence "Jewish terrorism". One warned that the government might consider taking away the right of settlers to carry weapons.

All of this has divided the country and raised the prospect of an upsurge in conflict.

"We have always said the peace agreement is a recipe for civil war between Jews and Palestinians," said Mr Elyakim Ha'Etzmi, a right-wing settler leader. "The whole country is going to be consumed by civil war and it will end up with tens of thousands of victims, and hundreds of thousands of Arabs will be evicted. This is now inevitable. It will be just like Sarajevo."

Rebels in Burma take softer line

By William Barnes in Bangkok

The Democratic Alliance of Burma, a hard-pressed grouping of ethnic fighters, political exiles and students which has been the focus of opposition to the Rangoon regime, is willing to enter into peace talks to end four decades of armed struggle against the military government, it said yesterday.

Dr Em Marja, spokesman for the alliance, said the DAB was willing to send a delegation to Rangoon to prepare the ground for substantive talks. "We can go to Rangoon to see what they have to offer, to test their sincerity," he declared.

The alliance has until now said it would engage only in comprehensive round-table talks, outside Burma, after the release of all political prisoners. The heroine of the democracy movement, Nobel Peace Prize winner Aung San Suu Kyi, is now in her fifth year of house arrest in Rangoon.

The Karen rebels who dominate what is left of the alliance have found themselves isolated because of Rangoon's policy of making ceasefire deals with elements of the grouping.

The 3,000 Karen soldiers and the 2,000 fighters of the Karennis and Mon ethnic insurgencies who remain are now vulnerable to the Burmese army's best troops. But Dr Marja insisted Rangoon would have to negotiate with the DAB, and not keep on trying to pick off opposition groups one by one.

Bank of Japan chief urges more deregulation

By Michio Nakamoto in Tokyo

Mr Yasushi Mieno, governor of the Bank of Japan, called yesterday for further deregulation of Japan's financial markets, to help Japanese banks write off their non-performing loans.

Pointing to the sluggish economy, Mr Mieno noted that further bad debt write-offs by the banks were necessary before the economy could pick up. A key to Japan's economic recovery was to create an environment for banks to write off their bad loans, thereby improving their balance sheets, he said.

In particular, it was worth considering whether the financial markets could play a role by providing a means for banks to securitise their non-performing loans, the central bank governor said. "The many functions of the financial markets, particularly the transfer of risk, played a major part in the recovery of US corporations. We must examine if there is room to use those functions in Japan's financial system."

But in order to do so, Mr Mieno said, Japan's financial system, including regulations, tax, and settlement and accounting procedures, would need to be revamped. Under present rules, the securitisation of bad loans is highly restricted, with no secondary market in Japan to trade such securities.

"Financial institutions should make their own best judgments about how to write off their bad loans, but it was the responsibility of the

authorities to 'remove all obstacles in their way, creating an environment that will allow them to do so,' Mr Mieno added. His call for greater market deregulation contrasts with the stance of Japan's Finance Ministry, which has been cautious about loosening its reins on the country's financial institutions.

In addition to returning the financial institutions' balance sheets to health, Japanese companies still had to complete the adjustment of stocks and their balance sheets after the balance sheet inflation in the late-1980s. "Unless the economy goes through these adjustments, it cannot proceed to the next stage."

"Our stance is to carefully watch over the situation," Mr Mieno said.

Concerning prospects of another cut in the official discount rate, he believed interest rates were already low enough to support capital investment by Japanese corporations once such activity picked up.

His remarks came amid growing unhappiness with the government's handling of the economy.

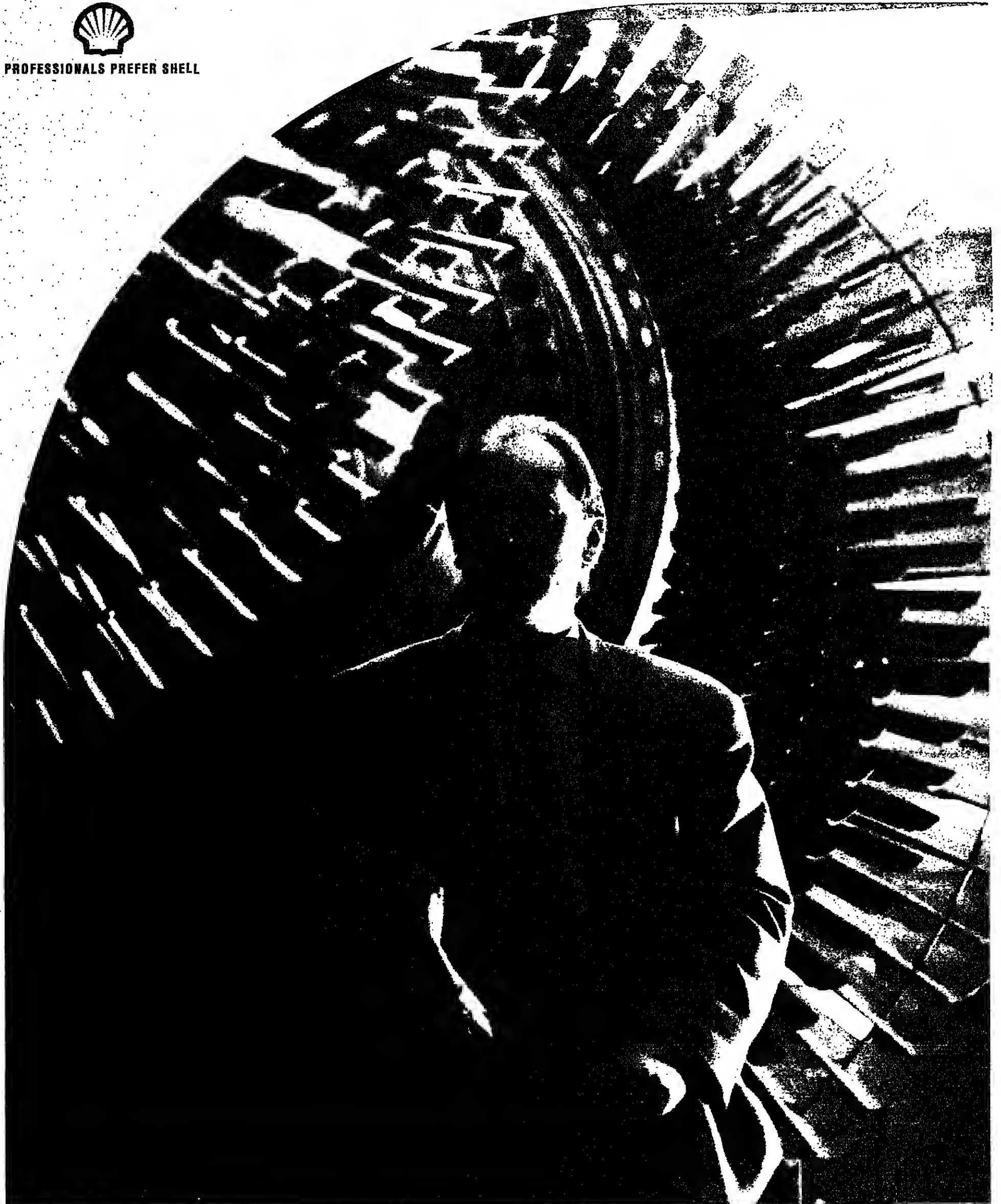
A survey by the Nihon Keizai Shimbun, Japan's economic daily, found nearly 49 per cent of the 3,000 people polled were critical of the economic policy of Prime minister Morihiro Hosokawa, against 44 per cent who viewed the government's measures positively. Over half wanted economic measures to take precedence, compared with 38 per cent who thought political reform more important.

NZ growth rate estimate lifted

In a briefing to the incoming New Zealand government, the Treasury lifted its estimates of gross domestic product growth rate this year to between 3.5 and 4.5 per cent. Terry Hall and 4.5 per cent. In a report issued before the election, Treasury estimated GDP would grow by 2.9 per cent.



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Names set to reject Lloyd's £900m offer

By Richard Lapper

Lloyd's of London yesterday offered loss-making Names compensation of £900m in an bid to stave off years of crippling legal action, triggered by heavy underwriting losses over the last five years.

Early indications were that many of the worst affected Names, the individuals who have traditionally provided the market's capital base, were set to reject the offer and push ahead with litigation.

"We have stretched the society's resources as far as we could. This really is the maximum the society can afford at this time in its history," explained Mr Peter Middleton, chief executive.

"This is an inadequate offer and we are not prepared to accept it," said Mr Christopher Stockwell, chairman of the Lloyd's Names Associations Working Party, an umbrella group linking 17,000 Names in 38 separate action groups. Names are claiming more than £3bn in damages, mainly in action against their agents.

Leaders of individual action groups stopped short of condemning the deal outright but there seems little hope of their recommending its acceptance to members. "It leaves ruined Names ruined," said Mr Michael Deeny, chairman of the Gooda Walker Action group, which represents 3,000 of the worst-hit Names.

Lloyd's aims to fund the deal with contributions of an estimated £400m from errors and omissions insurers, which cover agents against legal awards for negligence, and £50m in voluntary contributions from members' agents, which channel Names on to syndicates. The insurance market's authorities will supplement this with a payment of about £450m from its central fund, which pays claims when Names are unable to meet their obligations.

Names will receive individual offers, with compensation amounts reflecting the likelihood of success of their legal actions as well as a series of other factors. Names on catastrophe reinsurance syndicates, which were hard hit by a series of disasters in the 1980s, have been offered the most favourable terms, with most offers between 30p and 40p for every pound of claims.

However, Names on syndicates which specialised in liability business and have lost heavily as a result of asbestos and pollution awards, fare less well, with offers limited to less than 10p in the pound in many cases.

Names' leaders argue that errors and omissions insurers should have contributed more to the deal and that more efforts should have been made to obtain extra finance.

Names have until 31 January to decide on the deal.

Underground project begins four-year journey

Andrew Taylor on the logistics of London's Jubilee line extension



Roger Squire: The LDDC hopes the underground extension will lead to the rejuvenation of the Docklands area east of London

Construction of the £1.9bn Jubilee underground line extension begins in London this week as building work on another great engineering endeavour, the Channel tunnel, draws to a close.

Today the first giant piles for the Canary Wharf underground station on the Isle of Dogs are due to be sunk, signalling the start of an enterprise which will take more than four years to complete and provide employment for 22,000 workers. The London Docklands Development Corporation hopes the project will lead to a rejuvenation of the area, but Mr Roger Squire, assistant chief executive, warns it will not happen overnight.

Two days later, British and French contractors will take part in another ceremony - to mark the handover of the Channel tunnel by construction companies to Eurotunnel, which will operate it when

it opens at last next Spring. London Underground will be hoping that it won't repeat Eurotunnel's experience. The Channel tunnel is due to open almost a year later than planned and will cost more than double its 1987 estimate of £4.7bn, after interest payments.

The 10-mile Jubilee line extension, with 7% miles in twin single-track tunnels, is a much smaller project than the 31 miles long Channel tunnel. However it will involve the disposal of 1.4m cubic metres of clay, sand and gravels compared with the more than 6m cubic metres of spoil removed from under the Channel.

Contractors are expected to use 22,500 precast concrete tunnel and shaft linings, 8,000 iron linings, 500,000 cubic metres of concrete, 53,000 tonnes of steel reinforcement, 4,900 tonnes of rail track and 57,000 sleepers. Building materials and spoil will have to be moved through one of the world's busiest canals. Barges on the River Thames will be used to transport much of the goods and up to 60 per cent of the spoil.

Hugh Doherty, project director, says lessons have been learned from other large railway tunnelling jobs including the Channel tunnel and the Hong Kong and Singapore mass transit railways.

Most of the contracts for the underground extension, signalling and rolling stock have been let to consortia containing companies from Britain, Japan, Germany, France, US and Canada - although London Underground says 80 per cent of civil engineering and more than 80 per cent of mechanical and electrical contracts went to UK companies.

The mix of clays, sands and gravels through which the track passes, up to 100 feet below the surface, demand various tunnelling techniques on different parts of the line. London clay, impervious to water, is very good for tunneling, tunnels passing through Thanet sands can become water-logged very quickly. Thames Water almost lost a tunnel boring machine worth several million pounds when it unexpectedly broke through clay into Thanet sand while digging the London ring main in the late 1980s. The surrounding land had to be frozen so that the machine could be dug out.

To prevent settlement, engineers will pump a cement grout, often mixed with bentonite, into the ground above and ahead of where the tunnel is being dug. Surveys of more than 3,000 buildings are being undertaken to make sure the right construction techniques are used and that properties will not be damaged.

Some £200m has been spent even before construction starts this week. London Underground will be hoping that this has bought it peace of mind.

From São Paulo to Singapore, more people around the world



Tests show up flaws in creative accounting

By Andrew Jack

In spite of telephone number salaries, many City analysts have proved incapable of understanding company accounts, claims an academic study released yesterday.

Just a handful of analysts could see through the most elementary creative accounting in a test of their scrutiny of financial statements.

Leading City institutions have had to toughen up their accounting skills considerably since the study was conducted at the end of the bull market in 1990.

The research was conducted on 63 experienced investment analysts at five City stockbrokers by Mr Gaetan Breton from the University of Quebec in Montréal and Professor Richard Taffler from the City University Business School in London.

Of 1,325 possible corrections they could have made in calculating financial ratios from a set of accounts full of "window-dressing", just 34 adjustments were made in total. Fifty-two analysts made no corrections.

But two-thirds of analysts said they had seen window-dressing in the accounts and 61 per cent believed, most incorrectly, that they had made the adjustments to remove these effects.

Prof Taffler said he believed the quality of accounting understanding may well have improved since the study was conducted, and that in the past there was less value in seeing through creative accounting.

Railway regulator seeks flexibility

By Charles Batchelor, Transport Correspondent

The contracts between the companies which take over Britain's railways from British Rail must be flexible but will need to be set in a legal framework, Mr John Swift, the new rail regulator said yesterday.

Mr Roger Salmon, the railways franchising director, has expressed a wish to establish a "no-fault" system of agreements with companies regulating dealings by commercial contracts rather than the law. "Certainty is an important element of justice and part of the benefit of any licensing system is it creates certainty," said Mr Swift. "People might want to pursue remedies for a breach of their rights."

Mr Swift said he was presently engaged in travelling round the rail system to see how it worked.

"The regulator has to achieve credibility in this new structure and it is not acceptable to sit in an ivory tower," he said.

The rail regulator's office at present consists of 15 staff but there are plans for it to increase to up to 100 with a budget of £5m. But the office must be seen to be lean and efficient. The final size of the office will depend on the demand for its services, Mr Swift said.

"If we get involved in a judicial review early on that will impose an additional burden on the regulator," he said. The office will have a legal adviser with three staff but most of its employees will not be lawyers.

UK-US air talks at 'critical stage'

By Paul Betts, Aerospace Correspondent

The UK and US governments yesterday started a new round of talks in London to try to resolve their dispute over transatlantic air services.

The UK has already warned Washington it would limit US airline services to London's Heathrow airport if the Washington administration sought to curtail the rights of British Airways in the US domestic market.

BA yesterday said it had been forced to postpone the introduction of its new joint service with its American partner USAir from London Gatwick to Charlotte, North Carolina, because of the uncertainty over its ticket code sharing rights with USAir.

This followed the US government's decision to grant BA only 60 day approval for code sharing services with USAir. Under a so-called wet-leasing agreement, the Gatwick to

Charlotte service would have been operated by USAir aircraft and crew in BA colours and uniforms.

The US government's decision to grant only 60 day approval provoked the angry UK reaction with the threat to cut the number of US airline services into Heathrow.

"The UK-US talks have now reached a critical stage," said Mr Lawrence Nagin, an executive vice president of United Airlines, one of the big three US carriers.

He warned that a trade war between the two countries would ultimately hit hardest the consumer because of the risk of fewer transatlantic services.

The US will be pressing the UK government during the latest round of talks in London this week to grant US carriers more access into Heathrow airport.

The UK is seeking an easing in US regulations on foreign ownership of US carriers.

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Late payments hitting exporters, study shows

By Richard Gourlay

British exporters are facing increasing delays before they are paid by Continental European customers, according to a study published yesterday by the Association of British Factors and Discounters.

Italian companies have replaced the French as Europe's slowest payers, setting invoices in an average of 130 days compared with 95 days a year ago. Normal payment terms in Italy are 60-90 days. French companies paid on average after 121 days, six days more slowly than last year.

The study lends support to the theory that recession encourages late payment. The record of German companies, normally considered prompt payers but which are suffering from recession, deteriorated sharply. They settled on aver-

age after 55 days compared with 50 days last year.

By contrast UK companies are paying more quickly as the economic recovery gathers pace. Payments were received by the ABFD's members in an average 59 days compared with 62 days last year.

"It is ironic that just as the picture starts to improve for British companies at home their struggle to get paid abroad gets tougher," said Mr Ben Allen, ABFD chairman.

The study is compiled by a group of leading European factoring companies which advance companies cash against unpaid invoices. Together they handled payment collection for more than 20,000 small and medium sized companies.

Italy, France and Spain also emerge as the European countries with the worst bad debts record. Italy had had debts

equal to 4 per cent of sales in 1993, France 3 per cent and Spain 2.5 per cent.

Dutch companies were the promptest payers settling after 50 days compared with 45 days a year ago and normal payment terms of 30 days.

The lowest bad debt rates were in Switzerland and the UK. These two countries were the least bad payers after the Netherlands.

The smallest companies appear to be worst hit. "Profit margins are being squeezed because many European customers are now offering payment on time only if their suppliers accept sizeable discounts," the Association says.

In Spain and Italy, for instance, these discounts were commonly 10-20 per cent and the practice was spreading to companies in Germany and the Netherlands.



Police and demonstrators clash on Wanstead Common in east London yesterday during a protest at the destruction of a 250-year-old chestnut tree which blocked a £300m link to the M11 motorway. Several people were injured before 200 police threw a cordon around the tree as it was cut down.

Britain in brief



Warning of 'pause' in UK recovery

Britain's economic recovery could pause in the spring when tax increases announced in last week's Budget take effect, Mr Alan Budd, the Treasury's chief economic adviser, said yesterday.

However, he told the Commons Treasury and civil service committee that the Budget, which will add £1.68bn to £6.73bn of tax rises already planned for 1994-95, was not intended to be deflationary.

Mr Kenneth Clarke, the chancellor, decided to tighten fiscal policy to ensure that the recovery continued, Mr Budd said. While there was uncertainty over consumers' reaction to tax increases next April, the Budget could have a positive effect on confidence. In addition, the "very considerable" fall in interest rates since September 1992 was having a powerful effect on demand.

In forecasting growth of 2.5 per cent next year, rising to 3 per cent a year by 1996-97, the Treasury expected investment and exports would play a bigger role in supporting activity in later years, Mr Budd said.

grants to local education authorities, announced last week, would diminish investment for schools in Muslim areas.

RAF set to mothball base

The Royal Air Force is to axe advanced jet training at Chivenor in Devon and mothball the base, centring advanced training at RAF Valley on Anglesey in north Wales.

The government said 119 civilian and 779 service posts would be affected - civilian redundancies would be "kept to a minimum."

Council TV service begins

The Local Government Network, a new satellite television service, was launched yesterday with a lively discussion on the impact of the budget on local government.

The service, transmitted by BT, plans to have 55 live two-hour television programmes a year.

The LGN service will be provided every fortnight to local authorities and councils in England and Wales.

LGN's programmes are produced by CTN, a joint venture between independent television news and current affairs consultants. LGN is owned jointly by First European investment, a pan-European investment group, Scientific Atlanta UK and the Association of District Councils.

London top-up to be abolished

The government is to abolish the London Weighing allowance of up to £1,778 a year paid to all UK civil servants working in the capital.

The Treasury proposes to replace the allowances with a payment of up to £3,000 a year targeted on particular groups of staff which are hard to attract. It will be payable in any part of the country where the civil service has problems in recruiting and retaining staff.

Moslems slam school results

Moslems underperform in English and Welsh state schools, the self-styled Moslem Parliament of Great Britain said yesterday.

Using the government's school performance tables for GCSE exams, published last month, it said Moslem children were in schools which "have some of the worst results nationally and locally".

The group said the government's decision to reduce the weight given to ethnicity in the formula used to distribute

Textile jobs for Ulster

Adria, the Ulster textile company, yesterday announced the creation of 400 jobs in two projects in the north-west of the province.

A total of 250 jobs will be provided by the expansion and refurbishing of Adria's Cammie factory, near Londonderry, to design and make lingerie. The other 150 jobs will be created in a new 50,000 sq ft factory at Strabane. The projects are expected to be fully operating by 1996.

The £5.5m investment is backed by the Industrial Development Board.

Anfield's Kop to be seated

Plans to build an all-seater stand on the famous Spion Kop at Liverpool's Anfield football ground were yesterday approved by Liverpool City Council.

The new stand will seat 11,800 fans and include a club shop, bars and offices. The work is expected to be completed between next April and the end of December.

Workplace stress increasing 'sharply'

By Richard Donkin, Labour Staff

Stress at work is increasing sharply and should be recognised officially as a health and safety issue, a report urged yesterday.

Professor Tom Cox of Nottingham University, who prepared the report for the Health and Safety Executive, said the problem needed government recognition if employers were to tackle it effectively.

The report, published ahead of HSE guidelines due out next year to help employers manage stress at work, recommended further research into the problem, along with training for employers.

The recommendations come at time when growing numbers of employees are seeking compensation from their companies for stress-related illnesses. Several test cases are due to come before the courts.

Mr Alistair Anderson, managing director of Personal Performance Consultants UK, which has contracts with 60 companies employing 130,000 nationwide, said he had noticed a disturbing number of suicides involving work pressures.

"I believe the demands on the workforce are greater than they have ever been," he said, adding that stress-related problems had grown more severe in the past two years.

Prof Cox's report identified excessive periods of repetitive work, lack of management support and over-demanding work schedules as contributory causes of stress.

Added factors were low pay, poor relationships with managers, lack of variety, shift working, long hours, job insecurity and conflicting demands of work and home.

Caution urged on genetic information

By Clive Cookson, Science Editor

Insurance companies were urged yesterday not to require people to disclose results of genetic tests until the UK has an agreed national policy on the use of genetic information.

But the Association of British Insurers said the proposed moratorium was unnecessary, as companies did not use genetic screening for life insurance purposes.

Launching Britain's first in-depth report on the ethics of genetic screening, the Nuffield Council on Bioethics called on the government, health professionals, employers and insurers to agree measures to protect people "against the potentially adverse effects of screening, including the misuse of confidential information, the risk of social stigma and the possibilities of eugenic abuse in the future."

Action is urgent, the report says, because medical researchers are rapidly developing simple genetic tests for inherited diseases ranging from cystic fibrosis to some forms of cancer.

"It will soon be possible to screen for hundreds of diseases," said Dr Peter Harper, professor of medical genetics at the University of Wales, Cardiff, and a member of the Nuffield committee - a group of scientists, doctors, legal and ethical specialists.

Insurers have a policy not to require applicants for life or health policies to undergo genetic tests. But the council wants companies to "accept a temporary moratorium" on asking people to disclose existing genetic information. Currently, genetic test results have to be declared like any other medical information.

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Last week's Budget should inspire companies to explore new ways of reducing absenteeism, says Richard Donkin

Prognosis for sick pay

Managements in the UK last week were given the sharpest of nudges to look hard at their sick pay policies. The prompt came in the Budget announcement that the government plans to abolish the 80 per cent reimbursement of large employers' statutory sick pay costs from next April.

While some companies may choose to cut their sick pay benefits, most will probably do as the chancellor suggested and use the removal of SSP as an incentive to improve their management of sick leave and to take greater interest in the health of their employees.

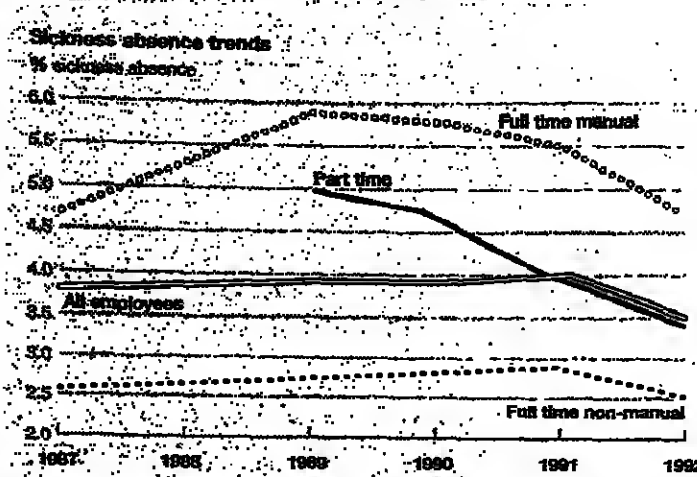
At present employers pay SSP for up to 28 weeks to employees who are sick for at least four days in a row. Two rates are payable. Employees earning £195 a week or more are paid at a weekly rate of £52.50. Employees earning between £52 and £195 are paid £49.95 a week. These payments will from next April be borne entirely from the company's own resources, although overall the reductions in employers' national insurance contributions should more than absorb this cost.

Smaller companies got a better deal in the Budget. In regulations to be laid after the passage of the Statutory Sick Pay Bill, companies with annual National Insurance contributions of less than £20,000 will be able to recover 100 per cent of statutory sick pay after four weeks of an employee's illness.

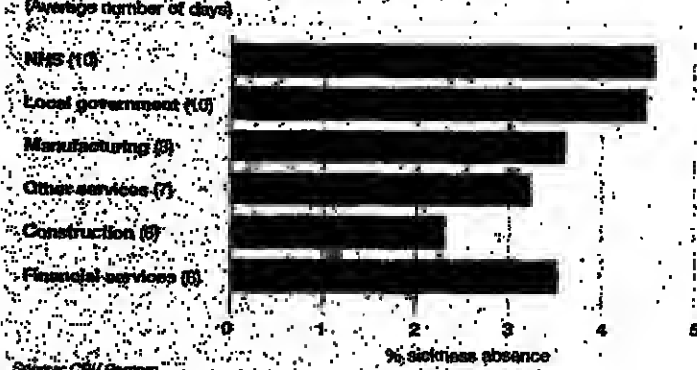
In practice most big companies top up statutory sick pay. Some have schemes which pay three months' full pay and three months' half pay. Better schemes tend to give six months' full pay and six months' half pay. Some companies have introduced incentive and bonus schemes to try to cut absenteeism from sickness, which cost UK business £1.3bn in 1992 according to a report published in May. The report, "Too Much Time Out?" by the CBI in association with consultants Percom, said each worker lost an average of eight working days because of sickness in 1992, representing 3.5 per cent of working time. The absence rate was higher among full-time manual workers, who lost twice as much time as full-time non-manual workers.

This discrepancy has led to difficulties in harmonising sick pay schemes at some companies. Traditionally, clerical staff receive full pay from day one when they take time off for sickness but unless companies have a top-up scheme, blue-collar workers are not compensated for the first three days of absence before they can draw statutory sick pay.

Sickness absence: too much time out?



Percentage sickness absence by broad industrial sector 1992



British Gypsum, which harmonised its schemes in 1989, saw absence rates rise from 4 1/4 per cent among manual workers to 14 per cent at some sites.

The company reverted to two schemes. But it introduced an incentive element to allow manual workers to cross over to the clerical scheme after a five-month qualification period. If they are absent for no more than two periods totalling two days each they will automatically be taken on to the staff scheme. "The idea is that we are working

towards full harmonisation but it has been better to do it gradually," says the company. Now overall absence rates are down to 3 1/2 per cent.

Vauxhall, the UK car maker, has reduced its sickness absenteeism from 6.8 per cent in 1986 to 4.5 per cent today. This was after the company introduced a negotiated incentive scheme which saved employees about £4 a week in contributions to the company sick pay scheme if average levels of sick leave could be kept at or below 5 per cent.

Iveco Ford in Slough introduced an incentive scheme two years ago after sickness absence levels among hourly paid workers had reached 7 per cent. The company set targets for reducing rates across the workforce, which would trigger the introduction of sickness payments for

the third, second and finally the first day of sickness.

"For the five months up to the end of November the rate has been 2.8 per cent so it is looking like we might make the target at the end of December when the rate is reviewed," says John Eskdale, personnel manager of the company's industrial operations. "The big test will come when we start paying day one."

Many personnel experts believe that discriminating between hourly paid blue-collar workers and salaried staff is increasingly difficult to justify.

One of the best ways of producing immediate improvements, according to Angela Baron, a policy adviser at the Institute of Personnel Management, is for middle managers to monitor absenteeism. "The experience of companies that have started monitoring sickness absence is that the very fact that they have started paying attention to it is enough to reduce the absence rates in their companies," she says.

Experts believe fear of unemployment has contributed to declines in absenteeism in the UK, but there is strong evidence that management action can deliver results. An Audit Commission study of 10 London councils in 1990 found sickness absence was averaging more than two and a half times the national norm. A follow-up report earlier this year found that by monitoring and managing absenteeism the councils had succeeded in cutting days off from an annual average of 16.7 days per employee in 1990 to 11.5 days in 1991-92.

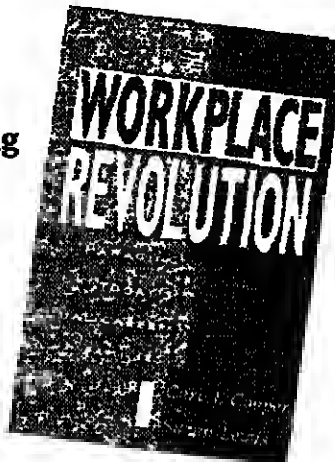
Many factors underlie improved absence records, but whether it is knowing that someone in management cares or fearing that they are watching, both approaches seem more effective than the alternative of managerial neglect.

Judging by the Swedish experience, government action can also be a powerful stimulus. Removal of state sick pay for the first two weeks of absence in Sweden this year led to shortages of flu vaccine as companies clamoured to instigate vaccination programmes in order to keep down costs. Driven partly by the rapid growth in unemployment Sweden's absenteeism has fallen in three years from levels where three out of 10 workers were on sick leave at any one time to less than one in 10 today.

BOOK REVIEW

Life and times of the ditkies

By Lucy Kellaway



This is not another book about the problems for working mothers. The wants and needs of both men and women are changing, yet most companies expect their workers to behave as before.

Howard Davies, director-general of the Confederation of British Industry, and his television producer wife, Prudence Keely, are happy ditkies (double income, two kids). Other couples might be ground down by the demands of big jobs and tiny tots, but these two find them rewarding and rejuvenating.

So much so that they have written a curiously positive foreword to *The Workplace Revolution*, a book which chronicles the woes of dual-career couples. The opening anecdote tells of a chance meeting between Davies's small son and his much-loved former nanny in a supermarket. The child was unmoved, but the nanny burst into tears. This is meant to show that preconceptions about childcare can be wide of the mark. Instead it leaves the impression that Davies, Keely and family, unlike the other examples in the book, are having it all and loving it.

The contention of the authors, Cary Cooper and Susan Lewis, is that the way in which people work has changed forever. More women work full time in areas once dominated by men, and more return to work after having children. Men no longer have full-time wives providing domestic support, and so are under pressure to help at home.

Yet this is not another book about the problems for working mothers. The wants and needs of both men and women are changing, yet most companies expect their workers to behave as before. The result is conflict for all sides.

Cooper and Lewis have interviewed 400 dual-career couples to find out where the main areas of friction lie. These turn out to be many and various: the working day is too long, and the macho work ethic too entrenched. Couples find their schedules are inflexible. They find the car is a problem, and domestic concerns are getting in the way of work.

problems get worse. Women find themselves missing out on promotion and feeling constant guilt. Every time the child gets ill or something goes wrong, the load of guilt increases.

The book bristles with examples of each of these well-known problems. Sally works in a big department store where staff need written permission from two managers in order to leave early. She lives in constant terror of being unable to respond quickly should her child fall ill.

While the problems sound all too common, what is less familiar is the variety of ways in which couples cope. The book contains many examples of new men - rather more than one meets in real life - ensuring that the strains are shared equally. One London-based small businesswoman persuaded her husband not to accept a job in Scotland on the understanding that next time it would be her turn to be flexible. Another couple, Lynda and John, share a job as social workers and take it in turns to look after the children.

Despite these examples, the authors do not pretend that everyone should be like Lynda and John. Indeed they believe that there is no right way to handle the pressures. They argue that unless organisations change their ways, these problems will not go away, no matter how many

new men there are. They have drawn up a shopping list of corporate policies which would help. Companies should conduct stress audits and discourage workaholic behaviour. More important, they should recognise the value of giving people increased control over the number of hours they work, which means they should place greater trust in their employees. Companies should offer more training in time management, assertiveness and stress management. They should accept that family decisions are a part of career planning.

Above all, what is needed is a rethink of what constitutes the ideal employee and the ideal career pattern. All change in attitudes takes time, yet the authors are optimistic that change is possible, indeed inevitable. Cooper and Lewis put forward the standard argument that it is in an employer's economic interests to have an unstressed workforce. Yet they seem to assume that the list can be bought for nothing. A more persuasive argument for change may be needed, especially at a time in which companies are loading extra demands on their workers.

*Kogon Page, pp181, £9.99

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BUSINESS AND THE ENVIRONMENT

Given a choice between helping the environment and making money, most members of the financial community would choose the latter. But they are being forced to take more notice of the world around them as environmental issues move from the fringes of the investment world to the centre. The proponents of greener decision-making argue that it is in the financial sector's interests to take more notice of such issues, thus reducing environmental risk in their own transactions and helping to preserve the environment.

Those urging change cite US government research showing that a company's share price drops by an average of 0.43 per cent - small but noticeable - in the week after the announcement of an environmental violation. More severely, insurance companies have felt the impact of the windstorm damage which has cost them \$44bn (£29bn) since 1987.

The pressure for change in the financial arena comes from several directions. In Europe, there are moves to make investors and lenders responsible for some of the environmental liabilities of their clients. The highest worry centres on extended legal liability for environmental damage.

Alarm at the huge but unquantifiable risks this might bring is motivating some business and financial groups to push for a new approach. Among these are the government's Advisory Committee on Business and the Environment (ACBE); Business in the Environment, backed by Prince Charles; and the Geneva-based Business Council for Sustainable Development (which represented world business at the Rio Summit).

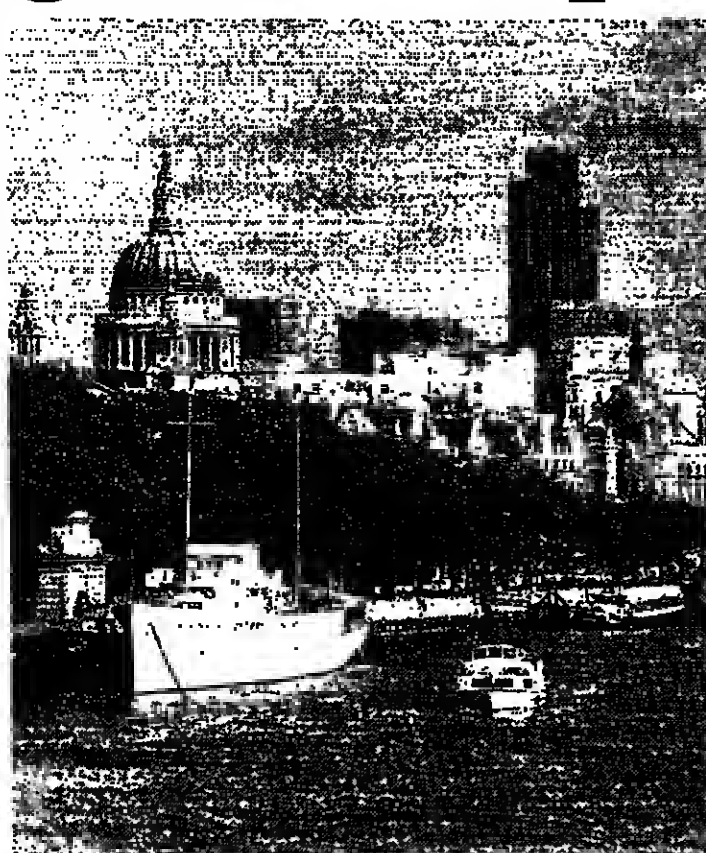
Further pressure comes from several influential pension funds - especially in the US but increasingly in the UK - which are starting to question the environmental performance of companies in which they invest. Environmental campaigners, from single-issue groups to influential organisations such as Greenpeace, are also beginning to turn their attention to financial management.

Fisons of the UK stopped extracting peat from areas of scientific interest after a campaign by environmentalists. Three months ago, UK fund managers received an environmental analysis from groups criticising a flotation by Barilo Pacific, an Indonesian timber company.

Stimulating environmentalists' interest in the financial sector is their belief that their organisations can influence those obtaining loans, investments and insurance. Many in the financial community, however, reject accusations that they ignore the environment.

Investors are taking more notice of the world around them, but not at the expense of profit, says Peter Knight

A taste for green chips



London's financial community is being forced to consider environmental issues

"We take the environment very seriously. After all, the UK insurance industry is on line for thousands of millions of dollars of liability," says Francis de Zulueta, chairman of the Financial Institutions Environment Liability Development Group, linking UK insurers. "These issues are now taken incredibly seriously and there is a much greater awareness of the risks and costs," says Derek Wanless, group chief executive of National Westminster bank and chairman of ACBE. But while banks and insurers might be aware of the potential liabilities, especially from past pollution incidents and contaminated

land, investors are less convinced by arguments that they should be more choosy about which companies they select.

"There is certainly a feeling that because there are lots of costs and risks related to the environment, those businesses who understand it will benefit," adds Wanless. "But investors feel there is little direct evidence that environmental attitudes work through to give clear business benefits."

"We are willing to take environmental issues seriously, but the risks and rewards can take years to appear and can be difficult to measure," says Eleanor Burton of Mer-

cury Asset Management. Moreover, even if investment managers wanted to include a bigger range of green issues in their decision-making, they do not have the tools and information (see accompanying feature). Companies have few obligations to report on their environmental activities and the emerging practice of reporting on environmental performance (such as reductions in plant emissions) has yet to produce evidence that markets can use.

This could change if governments made companies report in a standard, comparable format or investors made similar requests; both seem unlikely. There is, however, evidence that financial auditors are beginning to shift away from a purely historical perspective towards one of viability.

But change is slow in accountancy. Although environmental reporting is the subject of voluntary initiatives in Europe and the US, the results are unlikely to be immediately useful to the financial community.

The EC's fifth action plan on the environment talks about changing the whole basis of accounting, but nobody appears to be doing anything about it and there is a profound reluctance, especially in the UK, to take it on board," says Rob Gray, professor of accounting at Dundee University and author of *The Greening of Accountancy*.

But the financial sector has clearly acknowledged that its risks have been increased by bad or inadequate environmental performance. This realisation has been largely driven by the threat of extended legal liability.

The insurance industry, nursing huge losses from US pollution claims, has also reacted. Gradual pollution is now excluded from public liability policies. "And most direct insurers now have a hefty exclusion for pollution liability from their re-insurers," says de Zulueta.

But this reflects a purely negative response and the financial sector has yet to do anything positive to create change. "The insurance industry is certainly in a strong position to influence clients and businesses it invests in," says de Zulueta. "But it would lose competitive advantage if it was to select investments purely on environmental grounds."

Jeremy Leggett, a climate change and insurance specialist at Greenpeace, agrees that this would cause difficulties, but says it remains the ultimate aim. Many campaigners say selective investment is too complex and could be counter-productive. They feel a valuable first step is for investors to impress upon managements of the companies in which they invest the need for a sound environmental performance.

Financial markets count the cost

David Lascelles examines the need for a clear yardstick against which to measure risk

The financial markets have frequently been accused of ignoring the environment. The accusation comes mainly from those who think bankers and investors should play a more positive role in promoting environmental values.

Is there any truth in the charge, and if so what should be done about it? It is certainly the case that environmental factors make little impact on the price of either credit or equity.

That much was admitted earlier this year when a group of financiers appointed by the UK government to advise it on environmental issues reported: "Institutional investors have yet to focus fully on the value of environmental data in assessing companies' prospects."

But it would be wrong to say that the financial markets ignore the environment completely. They have all suffered shocks of various kinds: pollution disasters, green litigation, and the tidal wave of environmental regulation which has swamped the corporate world. The point, however, is that all these effects have been negative.

So far as the financial markets are concerned, the environment is all about expense and annoyance. The more "green" a company is, the more it is likely to be loaded with environmental compliance costs.

Many companies claim their green investment gives them a competitive edge in a world where regulation and public opinion favour environmentally sound business. But the markets tend to ignore this "upside" while doing everything they can to avoid the downside. The green funds are a force pushing in the opposite direction, but their goals are far from united, and their impact is questionable.

The markets cannot be blamed for behaving as they do. They have no moral obligation to support environmental values if they cannot perceive them. This may be due to their short-sightedness, as many critics claim. But hurling this charge at them will not convince them

that greenery is good. However, if markets are doing the natural thing in viewing the environment largely in terms of risk, there is one important aspect in which they still act against their own best interests. This is in failing to distinguish between different levels of environmental risk.

The attitude is one of all or nothing. A company is able to secure pollution insurance one day, only to find that owing to a new pollution law or some environmental disaster, the market claims up the next. The same is true of banks: the fear of environmental liability led thousands of US banks to shut their doors to sensitive sectors like chemicals and petrol stations.

This is uncharacteristic of financial markets, where the ability to grade risk is one of the driving forces behind prices. One

For the financial markets, the environment is about expense and annoyance

of the main problems is lack of information: it is hard for markets to make sophisticated judgments when the information is absent or inconsistent, and when so much depends on the vagaries of the law courts, regulators and consumers.

Some progress is being made through eco-auditing and the growing practice of publishing environmental company reports. Attempts have also been made to rate companies by how "green" or environmentally benevolent they are. But these ratings are of little use to the mainstream markets which only want to know whether a company's environmental liabilities will cost them money.

What the markets really need is a clear yardstick against which to measure environmental risk and rate companies according to the danger of environment-related loss. Such

a scheme can be envisaged. It would have to address two basic questions about the company being rated.

The first is, how large are its environmental liabilities? This would be answered by combining the growing body of publicly available information (pollution registers, court actions, eco-audits etc.) with a judgment about the quality of a company's environmental controls.

The second is how well placed is the company to absorb environment-related losses? This would be answered by reference to the overall strength of the company. Thus a company with large environmental liabilities but a strong balance sheet might earn a high rating - which would upset environmentalists but provide the financial markets with the information they needed. Some people will doubtless dismiss such a scheme as superfluous because the markets would automatically discount these risks - if analysts and credit rating agencies were doing a proper job.

Not necessarily. The point about the environment is that it represents a body of pressures - regulatory, legal, political - based on a common set of values which move independently from normal economic forces: an economic recovery could be accompanied by a regulatory crackdown on pollution, for example.

There are enormous technical obstacles in creating such a scheme, not least who would operate it and pay for it. It will also strike many as a negative way of addressing an issue which is essentially about "good" values. But the obstacles are not insuperable, and if the scheme identified environmentally risky companies more clearly and priced them accordingly, it follows that sound companies would benefit.

This article is extracted from *Rating Environmental Risk*, published by the Centre for the Study of Financial Innovation, 18 Curzon Street, London W1T 7AD. Tel 071-493 0173. £25/\$40.

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- | | | |
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PEOPLE

Freshfields attracts more foreign blood to its partnership council

Freshfields, the international law firm that invited Sir John Nott on to its partnership council in 1991, has persuaded Herbert Jacobs, chairman of the managing partners of investment bank Trinkaus & Burkhart in Düsseldorf, to become its second non-executive member, thereby adding an extra European perspective to the deliberations of the strategy forum.

The introduction came via Peter Opitz, a partner in Freshfields' Frankfurt office. Opitz knew Jacobs from the 1970s when both had been managing partners of BHF Bank, the merchant bank. A Frenchman,

the managing partner of Freshfields' Paris office, its largest overseas operation, already sits on the council.

John Grieves, Freshfields' senior partner, found Jacobs "awfully likeable and very experienced". He says the presence of outsiders "helps us to dilute our insularity". Few law firms have such an arrangement and Grieves remembers the concerns voiced in his own stable before Nott joined. "We were initially worried that the presence of non-executive members might alter the whole nature of the debate. We also wondered whether the job would actually be sufficiently

interesting for them."

Freshfields has been after Jacobs for a long time; talks were suspended when HSBC Holdings acquired Midland, which owns 70 per cent of T&B, causing Jacobs to be more than thoroughly occupied bedding down the new relationship. The council meets for a whole day four times a year. A native American who is half German, he worked with Chase Manhattan Bank before joining BHF. As well as being president of the Düsseldorf stock exchange, he is a non-executive director of Gillette, of Braun, its German subsidiary, and of Amrol.

Bob Smith, 45, is to join the main board of BRAMMER, the industrial services group. He is currently managing director of BSL, Brammer's UK distributor of ball-bearing and power transmission products. He will also become chairman of the group's precision engineering businesses, BSL Engineering and Brammer Machine.

Roy Thornhill, 58, will retire in May, having served more than 28 years with Brammer. He has relinquished the role of executive director responsible for European distribution, but will remain on the board. He will continue to advise on Brammer's distribution businesses until his retirement.

Richard Case, 40, of Westland Helicopters, and Chris Gustar, 40, of Westland Aerospace, have been appointed to the board of WESTLAND GROUP.

Roger Turner, formerly finance director of Evans Medical, has been appointed finance director of the London, Tilbury and Southend division of NETWORK SOUTHEAST. Richard Norton has been appointed director of finance at BR Telecommunications in succession to Simon Gunn who has moved to Gatwick Express.

Ingrid Jones has been promoted to md of BHT Distributors in succession to Yves Bonneaud who is joining Hachette in January.

John Szynkiw, formerly finance director, has been appointed md of FOGARTY, the mbo from Coloroll.

David Hindson, formerly business systems and logistics planning director of GrandMet, has been appointed director of information services at WFC. Sara Stillard, formerly marketing manager at Sage, has been appointed marketing director of Crosby Kitchens, part of NORCROS.

Ian Gibb, who has commanded Sea Princess, Royal Princess, Island Princess and Canberra, has been appointed the first Captain of P&O's new liner, Oriana.

Robins takes Plastow's place at C&W

Sir David Plastow, who took over as chairman of Incheape in September 1992, has decided to reduce his range of outside directorships and will step down as a non-executive director of Cable and Wireless at the end of the month.

Sir David, who is also deputy chairman of Guinness, the TSB and BUPA as well as being chairman of the Medical Research Council, joined the board of Cable and Wireless in 1991. Some six months later he was asked to take over the chairmanship of Incheape following the death of Sir George Turnbull.

Incheape, an international services group, operates in over 80 countries and Sir



David's job entails a great deal of overseas travel - which explains his decision to resign the directorship of Cable and Wireless. He stepped down from the board of Tenneco, the US conglomerate, last year.

His seat on the Cable and Wireless board is being taken by a former colleague - Sir Ralph Robins, chairman of Rolls-Royce (above). Both Sir

David and Sir Ralph started their business careers in different parts of the Rolls-Royce empire in the mid-1950s. Sir David came up through Rolls-Royce Motors and Sir Ralph made his name on the aero engine side of the business. After Rolls-Royce was bailed out by the government in the 1970s, their careers diverged.

Although they both remain good friends and are of the same age, Cable and Wireless stressed that the appointment of Robins was a coincidence. Sir Ralph, 61, had been vetted by Cable and Wireless's nominations committee and he had been interviewed by all the non-executive directors. He will join the board next April.

Barry Walker has resigned from DIPLOMA. Anthony Passmore has resigned from JOS HOLDINGS.

Insurance moves

Ian Wrigglesworth has been appointed a director of BOWRING Aviation. John Hitchcock and David Plymen have been appointed directors of the marine and energy division of Bowring Marine. Tim Haynes and Mark Hardinge have been appointed directors of G.T. Bowring Space Projects.

Jay Cogswell has been appointed a director of BAIN CLARKSON's international division.

Dick Micklem has been appointed financial director of SOREMA (UK); he moves from Ernst and Young.

Susan Howard has been appointed a director of Berkeley Burke (Northern), John Potter a director of Burke Ford Insurance Brokers, Kevin McVeilly appointed a director and Michael Boyle finance director of Burke Ford Insurance Brokers, all part of the BURKE FORD REED Insurance Management Group.

Dunlop Stewart (above left) formerly head of direct sales, UK Life for Norwich Union, has been appointed assistant general manager marketing (direct sales) for STANDARD LIFE.

Michael Dixon (above right) has been appointed finance director of Gibbs Hartley Cooper, a part of HSBC HOLDINGS; he moves from Pricewaterhouse.

David Bellamy is appointed operations director, Lionel Davis, director - north, John Newman, director - south, and Trevor Parry, finance director, all on the main board of J. ROTHCHILD ASSURANCE.

Janice Book and Simon Kenney have been appointed directors of ASHLEY PALMER & HATHAWAY; they join from the Archer and Wellington Groups, respectively.

Simon Edwards has been appointed underwriting director and Anthony Young, formerly of C.I. de Rougemont & Co, a director of PIERI UNDERWRITING AGENCIES.

Sophie Chambers and Joanna Sorrell have been appointed to the board of BRADSTOCK Hamilton.

Television/Christopher Dunkley

Different ways of going over the top

One really enjoyable series can be all it takes to banish boredom with television. To play *The King* is currently serving this function and brightening up everything remarkably. Some have complained that it is more far-fetched than the original series, *House of Cards*, and accused it of "going over the top" which is a bit like complaining that *The Bill* is preoccupied with police procedure. Of course it goes over the top, that is its purpose and its charm. But since it is in *House of Cards* that Ian Richardson's diamond-hard schemer of a politician established his habit of delivering Shakespearean asides, and in that same series that he showed his young mistress off the roof of the House of Commons, it is difficult to sustain the argument that a story which began staid and sober has now become ludicrous.

Its strength comes from the fact that, although its comedy is achieved by exaggeration in the manner of a caricature, it is not all that far removed from reality. When you remember such recent stories as the cabinet minister parading before his mistress in Chelsea strip, the princess cavorting topless on the telephone using the desirability of being his lady friend's tampion... well, parody becomes problematical. As for the po-faced protest that this television drama damages the royal family, the reverse seems true. The

king, whose identity cannot be in doubt once you see how Michael Kitchen has captured Charles' nose-stroking mannerism, is just as clearly the hero as Francis Urquhart is the villain. Surely only those with a defective sense of humour or an exaggerated idea of the fragility of the British constitution could take such complaints seriously. It is a splendid romp combining in the modern idiom the healthy ridicule of Rowlandson with the political shenanigans of Trollope.

It is difficult to imagine such a series being made by the new ITV. The days of larger than life characters such as *Law* Grade and Sidney Bernstein at the helm of the ITV companies have gone. Those men were fascinated by the business of creating programmes, but their successors seem to be obsessed with a programme for creating business. Given that many of these new chaps, unlike the ITV knights of old, actually rose from the ranks of programme makers, this is a little ironic.

In British television today there seems to be a fixation on the idea of creating broadcasting companies big enough to compete in the international market place.

Everybody is asking "If LWT bids for Yorkshire, what happens to Tyne Tees?" or "When Carlton takes over Central what will happen to the share price?" We are even being urged to think about scrapping the licence fee (one of the best bargains in Britain) and turning the BBC over to commercial operation because that would create a world-class player on the broadcast stage. What nobody bothers to ask is "What would this concentration on size and commerce mean in programme terms for the British audience?" Presumably the reason they do not ask is because the answer is obvious: programmes would get worse. ITV programmes have already got worse as a result of the Thatcherite licensing revolution, and there is not much doubt that even more Thatcherism would mean even worse programmes. In this context "worse" is used in the same sense as in the sentence "Hamburgers and t-bloids newspapers though popular are worse than what they replaced".

What we shall probably come to expect from ITV are series such as *A Woman's Guide To Adultery* with a come-on title and a cast that will attract foreign buyers.

Amanda Donohoe, Theresa Russell, even Sean Bean. If you point out that the acting from people who have previously proved themselves more than competent is consistently poor here, and that this suggests weakness in the direction, and you add that the whole thing looks like a 60-minute commercial for Gold Bleed, you must expect sneers from the new ITV mandarins. Why all this elitist whining, they will ask, what is wrong with the sort of drama that ordinary people like? And they will quote the ratings at you as proof that everything is all right. Point out that ITV used to make drama such as *Jewel in the Crown* and *The Naked Civil Servant*, *Bride and Prejudice* and *Muck and Brass* which between them managed to win high ratings and a high degree of respect, and they will smile contemptuously and refer to cloud cuckoo land.

The use of the word "woman's" in a title which refers to sex is no mere flash in the pan. Another of ITV's new series is *Hollywood Women* which last week showed us "Glitz And Glamour", and tomorrow promises "Sex And Success". Episode 1 proved in one respect to be better than the

advance publicity might have suggested: in its second half it offered a re-run of the familiar old plait about Tinseltown's love of eternal youth. We had another look at the results of plastic surgery so memorably covered previously in programmes such as *Whicker's World*. In other respects, however, the programme was even worse than expected, notably the hysterical rapidity with which cuts occurred: it appeared to be determined to establish not a 3-minute but a 30-second culture.

Sex was also the subject of last week's *40 Minutes* on BBC2, an astonishing programme which you might have thought would cause a national furor. After boasting about how many women they had laid (though they used the "v" word) and in precisely what manner, one male chauvinist pig said to the other "My woman's going to be faithful when I get married, otherwise I'll get a cleaver and cut off her tits while she's asleep and make her eat them". Is that vile and disgusting or what? There is one deliberate error in this report, however: it was actually two women boasting about their conquests, and one said to the other "My man's going to be

faithful when I get married, otherwise I'll get a cleaver and cut off his dick while he's asleep and make him eat it". So that is OK, isn't it? No need for a furor.

The same goes for comedian Jo Brand. Hers is the sort of comedy, we are told, which is simply the feminist equivalent of the anti-female material dished out for years by people such as Bernard Manning and Benny Hill. But that is rubbish. Manning and Hill told jokes about mothers-in-law and landladies, but they were about relationships or callings whereas Brand's material is just malice directed at men. It would be considered wholly unacceptable on television if this was Joe Brand and he was directing similar hate-filled stuff ("Men should be allowed to carry shotguns and shoot women when they like") at women.

But perhaps the reasons are becoming clear. Three weeks ago on *Have I Got News For You* Jo Brand told us that she used to work as a nurse in a mental hospital. Two weeks ago in *Noes And Quizzes* she made the claim again. Then she repeated it on last week's *South Bank Show* and reiterated it on this week's. Apparently this is something she sees as deeply significant. Maybe her previous work has given her a very odd view of life and the human race, but the main point remains: if this was a man spitting out such loathing for the opposite sex he would promptly be excluded from television.

Theatre/Malcolm Rutherford

Mother Courage

Any actress worth her salt must have a longing to play Mother Courage: it is one of the most testing parts in European drama. And the first comment on Ellie Haddington's performance in the new production of Bertolt Brecht's play at the Cottesloe is that she passes the test *summa cum laude*.

Ms Haddington is magnificent. She never flags. She keeps her boots on till the end. Sometimes she is exuberant and looks as if she should be playing in *Cabaret*. For a woman condemned to the road, she goes through some remarkable changes of dress: always peasant-like, but never quite the same. Her facial expressions are wonderful. The highest compliment one can pay her is to wonder occasionally if she is not too good for the piece.

Directors, too, must enjoy keeping the cart on the road. *Mother Courage and Her Children* is, after all, one of the great epic plays. If you want theatre about war, this is it. The trouble is that like the 30 years conflict that it covers, *Mother Courage* is rather a relentless work. There are limits to how many times one wants to see it: perhaps every five years at the most. For the play does not easily lend itself to re-interpretation: it is simply about Mother Courage ploughing on through the futility of war. The challenge lies in how well it is done.

The previous mainstream London production was at the Mermoid four years ago with Glenda Jackson playing the leading role. Ms Jackson took a hands-on approach, pulling the cart about herself. At the Cottesloe, the cart seldom moves, though it is switched from one side of the stage to the other during the interval. Only at the very

end does Ms Haddington give a pull of her own volition, and that is when she is left without her offspring.

People come to the cart for its brandy, warmth and company rather than the cart going out to find people. I think that the Cottesloe approach is more effective, but that is an entirely personal judgment and perhaps the Cottesloe had no choice since it has a smaller stage.

The new factor since Ms Jackson played the part is the break-up of Yugoslavia. This is where Anthony Clark's direction at the Cottesloe deserves the greatest praise. It resists the temptation to impose comparisons between what is happening in Bosnia now and the 30 years war in the 17th-century. It lets the play speak for itself. Sometimes the best prizes go to those who exercise discretion. Here is one of them. Clark allows the audience to draw its own conclusions. Would that there were more directors like him.

One final compliment. I did not realise till the end that the piece is played with a cast of only eight. This is a remarkable achievement over such a time-span and such a range of characters.

If one sounds slightly jaundiced about the play, spare a thought for the critic who has seen the most intense of Strindberg (*The Great Highway* at the Gate) and the most intense of Brecht on almost successive nights. Tomorrow is off to fresh fields and pastures new with a little known play by Oliver Goldsmith called *The Good Natured Man* at the Orange Tree in Richmond.

In repertory, Cottesloe, (071) 928 2252. Sponsored by BP



Ellie Haddington: magnificent in the title role

Concert/Richard Fairman

The Boston plays Berlioz

The usual formula for a visiting orchestra is to bring a showpiece as an advertisement for its virtuosity and a short work by a living composer back home to display its patriotism. On Saturday the Boston Symphony Orchestra reached London on its European tour with a rather more enterprising programme.

By accident, this became a Berlioz weekend. While the Barbican was embarking on its long-awaited series of concert performances of *Les Troyens*, offering the two parts of that epic opera on consecutive days before putting them together next Sunday, the Royal Festival Hall found itself in a position to counter with another

two-part Berlioz rarity - the *Symphonic Fantastique* performed with its sequel, *Lélio*. The symphony is a favourite of the Boston orchestra and its Music Director, Seiji Ozawa. They made a showpiece of it, as the occasion demanded. (Years of working with Ozawa have clarified every inner part in this complex score, allowing countless details in the wind and brass to come through.) But it was also a performance that gave full rein to Berlioz's favored imagination, culminating in an eerie and violent

concert at the witches' sabbath. That last movement brings many a visiting orchestra's concert to an exciting close. By putting the symphony in the first half and following it with the strange *Lélio*, as the composer did, Ozawa allowed the focus of the evening to be turned away from the orchestra and to Berlioz himself. The stage lights went down and a spotlight picked out Lambert Wilson, who was to speak his words in this uniquely personal monologue with music.

Unlike most composers, Berlioz felt the need to express himself in writing. His diaries show an inspired and original mind at work, but I am less sure about the stream of artistic self-pity that pours out of *Lélio*. Berlioz may come across as a more sensitive person than Richard Strauss does in his appallingly arrogant self-portrait in *Ein Heldenleben*, but at least Strauss composed a cogent musical defence. The score of *Lélio* comprises half-a-dozen short and unconnected pieces, for which one suspects

Berlioz wanted to find a home. At this concert the unlikely mélange worked, thanks to the high standard of the performance all-round. Vinson Cole was marvellously poetic in the tenor's "Song of bliss". François Le Roux, the idiomatic haritone, made a lively brigand. The Brighton Festival Chorus excelled itself in the closing *Fantasia on Shakespeare's "The Tempest"*. Above all, Ozawa and the Boston musicians created marvels of orchestral delicacy and refinement, enough perhaps to make *Lélio* a showpiece as well.

Richard Fairman

Boston Symphony Orchestra tour sponsored by NEC

Dance/Clement Crisp

Picasso ballets in Paris

It was Diaghilev who brought Picasso to the ballet stage, as he did so many more of the best painters of his time. No dance company today can boast such acumen. Only in France - with the visual wit and adventurousness of Roland Petit's troupes, and the proud record of Jean-Albert Carrier in finding artists to decorate works for his companies - has there been a readiness to let the painter's eye (rather than the designer's) show us something about ballet. The tried, the true, the predictably winsome and the sullenly grungy, make our dance-stages a dreary sight.

How good, then, to see such performances as the Paris Opera Ballet's current *Picasso et la danse*, in which the eye is ravished, stimulated, Picasso made three great designs for Diaghilev (*Parade*, *Le Tricorne*, *Pulcinella*), married one of Diaghilev's dancers, and drew dancers for many years. His later involvement with ballet amounted to the provision of decorative accessories, beginning in 1924 with the two racing women who thunder across the painting *La Course*, which Diaghilev borrowed as a front-cloth for *Le Train bleu*, and including Picasso's suggestion that one of his war-time paintings (*Candle and Mask*) would serve well as a front-cloth for Roland Petit's *Le Rendezvous* of 1945.

The Opera Ballet's Picasso tribute has been revived after its successful showing last season. It offers a reconstruction of *Le Train bleu*, with Nijinska's dances evoked as much as restored; a very fine staging of *Le Rendezvous*; and the sun-lit Andalusia of *Tricorne*. *Le Train bleu*, alas, stopped running years ago, and this capricious about gaiety on a 1920s stage (it must be Eden Roc) is vividly dull. The central role of *Le beau gosse* was, in 1934, a picture of the beauty and physical dandy of Antonio Dolin. No one today can capture the verve Dolin retained to even his late performances as a dancer. Without such central allure the staging is dutiful, spectral, unlikely.

Yet Roland Petit's *Le*

Rendezvous, which is quite as much a period-piece with its war's-end melancholy and existential disillusion, is tremendously alive. A Young Man finds death in the arms of the Most Beautiful Girl in the World, guided to her by the terrifying figure of destiny (a meagre top-hatted being, stupendously taken by Cyril Atanassoff). The setting is Brassaï's photographs of Paris streets. The dance is as theatrically urgent as when we saw it in 1945, and last week-end's performers (Patrick Dupond as the Young Man; Marie-Claude Pietragalla as the Girl; Atanassoff as Destiny)



Patrick Dupond as the Young Man in Roland Petit's 'Le Rendezvous'

were grandly alert to the choreography's dramatic pulse. It was an ideal revival.

Tricorne is the only Spanish ballet in my experience that is authentically about Spain. It is well done at the Opera, and rather more alert in manner than last year. The designs and the de Falla score do a lot of the work nowadays - there is a tendency for companies to treat the piece as a glorious dress parade to a great score - but in Kader Belarbi's role of the Miller, he is a hold interpreter. He has both the youth and the vivid presence to make every moment count. The programme contains a photograph taken of the young Massine - he was 24 when he created the part - which tells everything of the dance's taut

outlines. Belarbi, like last year's dazzling debutant in the role, José Martínez, gives it the right edge of sexual pride and rhythmic clarity.

Throughout this programme the Opera's dancers were on best form. We have in the Palais Garnier a dance-house for Europe, and in its resident company a peerless troupe. Visiting the new Richelieu wing of the Grand Louvre - which is a triumph of design and restoration - the Barnes Collection at the Musée d'Orsay, and the Opéra Bastille, I was struck again by the seriousness and generosity of France's patronage of the arts, and depressed even more by the mean-spirited inadequacies of our own national response.

Gremlins in the machinery removed a paragraph from my *Nutcracker* notice in Friday's paper of the Perm Ballet's British debut in Northampton at the Derngate Theatre. With apologies to any puzzled readers, and to the Perm Ballet, the missing sentences are here-with restored.

No less than six different stagings of *The Nutcracker* are threatened this year: the first outbreak, and I'd venture the most intriguing, is that on view at Northampton's Derngate Theatre. Derngate, lively in its programming, had scheduled a production from the Lille-based Ballet du Nord. That fell through, and with a nice turn of speed, the theatre engaged a Russian troupe, the Perm Ballet, never seen here before, albeit known and admired from European tours. Perm was Diaghilev's birthplace. More significantly, there when Leningrad was threatened with siege in 1941, and the Kirov's influence on the Perm troupe and school was to be profound and lasting.

This first visit (until December 12 at the Derngate, Northampton) is welcome, and I hope a prelude to a more extended showing in future. The troupe - something after the size of Birmingham's Royal Ballet - is well-mannered in technique, with a style that speaks clearly of Kirov excellence.

INTERNATIONAL ARTS GUIDE

BONN

Tonight's performance at the Oper is *Janula*, in a new production conducted by Dennis Russell Davies and staged by Yuri Lyubimov (repeated Dec 11, 15, 19 and 29). Repertory also includes Cav and Pag and Lortzing's *Der Wildschütz*. Valery Panov's new production of Prokofiev's ballet *Cinderella* opens on Christmas Day (0228-773667). John Nelson conducts a Grieg programme at the Beethovenhalle on Fri (0228-773666).

BORDEAUX

Palais des Sports Tonight, tomorrow: Andrew Litton conducts Orchestre National Bordeaux Aquitaine in works by Liszt, with piano soloist Lazer Berman. Next Wed, Thurs: Alain Lombard conducts Ravel (5648 5854).

COLOGNE

Philharmonie in tonight's concert by the Rhine Chamber Orchestra, Igor Ozim plays Vivaldi's Four

Seasons. St Petersburg Symphony Orchestra plays works by Musorgsky, Prokofiev and Schubert tomorrow, with violin soloist Vadim Repin. José van Dam is baritone soloist with Gürzenich Orchestra conducted by James Conlon on Sun morning. Conlon also conducts Beethoven programmes on Dec 19 and 20 (0221-2801). Opernhaus This month's repertory consists of *L'italienne* in Algiers with Kathleen Kuhlmann and Robert Gambill, *Die Zauberflöte* and Hansel and Gretel. Peer Gynt, a new TanzForum production, choreographed by Jochen Ulrich, opens on Dec 16 (0221-221 6400).

COPENHAGEN

A new production of *The Sleeping Beauty*, choreographed by Heiti Tomasson, opens at the Royal Theatre on Dec 17 (tel 3314 1002 fax 3312 3692).

DUSSELDORF

Deutsche Oper am Rhein Hanz Wallat conducts a Ring cycle on Dec 12, 17, 21 and 25, with a cast including Gabriele Schnaut as Brünnhilde and Bodo Brinkmann as Wotan. Repertory also includes *Arabella*, *Die Zauberkraft*, Hansel and Gretel and two ballets: *Swan Lake* (0211-390 8211). A new ballet production, with choreographies by Balanchine, Van Manen and Spoerli, opens at Duisburg Theatre on Fri (0203-300 9103). Schauspielhaus Repertory includes Eugene O'Neill's *Mourning Becomes Electra* directed by Werner Schroeter, Shakespeare's *Troilus*

and *Cressida* and *Romeo and Juliet*, Klaus Pohl's *Die schöne Fremde* and Böhmner's *Woyzeck* (tickets 0211-369911 information 0211-162200).

FRANKFURT

Alte Oper Josef Suk and Michaela Fukacova play Brahms' Double Concerto in a concert tonight by Brno State Philharmonic Orchestra. Other highlights over the coming week are Bruckner's Ninth Symphony on Sun conducted by Michael Gienel, and concerts by Frankfurt Opera Orchestra on Sun morning, Mon and Tues evenings featuring clarinet soloist Sabine Meyer. Yehudi Menuhin conducts *Sinfonia Varsovia* next Wed, and Emanuel Ax is piano soloist with Frankfurt Radio Symphony Orchestra next Thurs and Fri (069-134 0400).

Oper Tonight is the final performance of Matthias Langhoff's new production of Simon Boccanegra, with John Bröcheler in the title role. There are performances of *Les Contes d'Hoffmann* on Dec 11, 16 and 22, and *Die Fledermaus* on Christmas Day and New Year's Eve (069-238061). Jahrhunderthalle Hoeschst Russian State Ballet presents excerpts from classical ballets next Tues, Wed, Thurs and Fri. Semyon Bychkov conducts Bamberg Symphony Orchestra with the Labèque Sisters on Dec 13 (069-380 1240). English Theater Kaiserstrasse Chicago, a musical by Fred Ebb and Bob Fosse, runs daily except Mon, Dec 13: student performance of David Mamet's *Sexual*

Perversions in Chicago and Alan Ayckbourn's *Confusions* (069-2423 1620).

GOTHENBURG

Konserthuset Sixten Ehrling conducts Gothenburg Symphony Orchestra on Fri in a programme including Hilding Rosenberg's Third Symphony and a suite from *Prokofiev's Romeo and Juliet* (031-167000). Stora Teatern This month's repertory consists of *Rigoletto*, *Die Zauberflöte* and Robert North's Christmas ballet *The Snowman*, set to music by Howard Blake (031-131300/031-136500).

HAMBURG

Staatsoper Tonight, Sat, next Tues: new production of Lortzing's *Der Wildschütz*, starring Boje Skovhus. Tomorrow, Fri, Sun, next Mon and Thurs: John Neumeier's version of *Swan Lake* (040-351721). Musikhalle Tomorrow: Cecile Bartoli song recital, Sun morning, Mon and Tues evenings: Gerd Albrecht conducts Hamburg State Philharmonic Orchestra in new work by Ruth Zechlin and Mahler's *Das Lied von der Erde*, with Heinz Kruse and Iris Vermillion (040-354414).

HELSINKI

Finnish National Opera The company's new home was formally inaugurated last week with Aulis Salminen's opera *Kullervo*, which continues in repertory this month with *Carmen* and *Die Bourgeois*

production of Swan Lake (0-4030 2211).

LEIPZIG

Opernhaus The main event this week is the premiere on Fri of a new Stravinsky ballet production choreographed by Uwe Scholz. Repertory also includes *Le nozze di Figaro*, *Die Zauberflöte*, *e Bartok's Schönerberg double bill*, *La bohème* and *Coppelia* (0341-291038). Thomaskirche Peter Schreier is tenor soloist in performances of Bach's *Christmas Oratorio* on Fri, Sat and Sun (0341-713 2280).

LYON

Don Giovanni can be seen at the Opéra tomorrow, Sat, next Tues, Thurs and Sat, with a cast including William Shimell, John Mark Ainsley and Isabelle Vernet. Antonio Rolfe Johnson gives a song recital next Wed (tel 7200 4545 fax 7200 4546). Leopold Hager conducts Orchestre National de Lyon tomorrow and Sat at the Auditorium in works by Weber, Berg and Brahms, with violin soloist Kyoko Takazawa. Next Wed: Alicia de Larrocha piano recital (7860 3713).

MUNICH

Staatsoper The main event this week is the revival on Sat of Tim Albery's production of Peter Grimes conducted by Richard Armstrong, with René Kollo, Donald McIntyre and Pamela Coburn (repeated Dec 13, 16, 19, 22). Tonight's performance is *La traviata* with Julie Varady. Repertory also includes *Il barbiere di Siviglia*, *Hansel and*

Gretel and a new production of John Neumeier's ballet *A Midsummer Night's Dream* (089-221316).

OSLO

Konsertus Tomorrow, Fri: Paavo Berglund conducts Oslo Philharmonic Orchestra in works by Haydn and Mozart, with piano soloist Ingrid Haebler. Next week: Frans Brüggen conducts Haydn's *The Creation* (2283 3200).

STOCKHOLM

Royal Opera Tonight, Fri, next Tues: Glen Tetley's ballet *The Tempest*, music by Arne Nordheim. Tomorrow, Sat, next Wed: *La traviata*. The company also has a production of *The Turn of the Screw* at Södra Teatern tomorrow, Fri and next Tues (tickets 08-248240 information 08-203515). Konsertus Tomorrow, Fri: Gennadi Rozhdensky conducts Stockholm Philharmonic Orchestra in annual Nobel award concerts (tickets 08-102110 information 08-212520). Berwaldhallen Sat afternoon: Esa-Pekka Salonen conducts Swedish Radio Symphony Orchestra in works by Jan Sandström, Bartok and Beethoven (08-784 1800).

STUTTGART

Staatstheater Tonight, Fri: Marica Haydee's production of *Gliselle*. Tomorrow, next Tues: *Il barbiere di Siviglia*. Fri: Renato Zanella's new ballet *Mate Hari*. Sun: chamber music concert. Next Wed: Ruth Berghaus' production of *La traviata* (0711-221795).

ARTS GUIDE

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Edward Mortimer



Maastricht fatigue (MF) is an endemic throughout the European Union, though observable in its most acute form among British members of parliament. The main symptom is an inability or unwillingness to listen to any proposition intended to improve the institutions or processes of the Union.

Specialists differ about the precise causes of the disease and about the treatment. One school of thought sees MF as a normal reaction of the human organism to prolonged exposure to the subject in question, and recommends that the patient be shielded as far as possible from further exposure. The other holds that MF is caused by the form that discussion about European institutions took between about mid-1991 and autumn 1993.

According to this view, while the reaction may indeed be "normal" it is not healthy and, if allowed to develop, may have dangerous effects. This school favours a homeopathic remedy: the source of the trouble should be used as a stimulant, but in carefully adjusted doses, enabling the patient to develop appropriate antibodies.

I hope the second school is right, because the idea that the next bout of argument about Euro-institutions can be put off, or confined to a minimal convulsion which no one will notice, is surely an illusion. Negotiations now in progress between the EU and four applicant countries - Austria, Finland, Norway and Sweden - will produce, within a few months, a new treaty of accession, requiring ratification not only in the new member states but also in the existing ones. And the Maastricht treaty itself provides for its own revision at an intergovernmental conference (IGC) in 1996. That, too, will produce changes which will have to be ratified.

It would make sense to telescope these two processes. The 1996 IGC could be brought forward and the applicant countries could be invited to take part in the conference but to delay putting their accession to the vote until the results of the meeting were known. Then both old and new members would be taking a decision, in late 1995, about the institutions of a wider Union which their

A pill to beat MF

The EU's search for a constitution is just beginning

governments would all have agreed on.

That idea is too radical for the present mood of European governments. They prefer to negotiate enlargement quickly - obliging the new members to join the EU as it now stands - and then wait until 1996 to discuss such minimal adjustments as seem unavoidable. This thinking is a classic symptom of MF, but it is also the thinking that produced Maastricht in the first place.

In 1991 governments avoided any radical reform of EC institutions, particularly in the

The price of joining a democratic union of 16 might be too high for some

direction of greater democracy. They knew that, in a reformed system, states with larger populations would have greater influence and that this would be difficult for smaller states to accept. But Danish voters suspected (rightly) that such a reform was being planned behind their backs, and this was one of the reasons they voted No in June 1992.

Now, by putting off reform until enlargement has gone through, governments are nourishing the same suspicion among voters in the candidate countries, many of whom are now swinging against the EU. Attempting to secure a Yes vote, governments in those countries will promise to block any reform that reduces their share of influence once they are in. That ensures that the 1996 IGC will be confrontational and sterile. Perhaps the price of joining a

workable and democratic union of 16 is simply too high for voters in some applicant countries to accept. If so, it would be better to establish that fact before the final decision on enlargement is taken, rather than put them in a position where they can only defend their sovereignty by making the union unworkable.

But there is a chance they would not come to that conclusion if the reform proposed were sufficiently radical. Its object should be to make the central institutions of the union strong enough to take effective action on matters of genuine common interest, but to restrain them from interfering unnecessarily with the lives of citizens in matters which could be dealt with at the level of member states (or lower). This should be done in a document which non-lawyers could understand, arrived at through a public debate in which ordinary people and their elected representatives would participate.

Such is the object of *A Proposal for a European Constitution*, published last week. Sadly, I hear this document is being rubbished in Brussels as an "Anglo-Saxon" product, the only one of its 13 authors is a native English-speaker, while French and Germans make up the majority. No doubt Mr Jacques Delors's entourage dislike it for being permissive rather than prescriptive on matters social and monetary, and for reserving "to the member states, or to the people" those rights and powers not delegated "expressly or by necessary implication" to the union.

The authors wisely avoid the word "federal" but it is clear they have drawn inspiration from federal constitutions, including that of the US. In the nature of things few people will agree with everything they suggest. (I, for instance, would take issue with their claim to be defending the separation of powers when they allow the council of ministers to remain the central body, both executive and legislative.) But in their central object of launching an informed public debate before next summer's European elections, and well ahead of the 1996 IGC, they surely deserve to succeed. If there is a homeopathic remedy for MF, this might be it.

By the European Policy Forum, 30 Queen Anne's Gate, London SW1H 9AA. Price £25.

THE FT INTERVIEW: John Birt of the BBC talks to Raymond Snoddy

John Birt, the director-general of the BBC, is reluctant to confess. But press him hard enough and he says: "I have - I am sorry to say it, it's a genuine feeling of a strong sense of success."

Probe a little deeper and Birt, who as recently as March, was under widespread attack when it was revealed he had a consultant's contract with the corporation and was not a staff member, goes further: "I don't think I have had an unpleasant time. I think I have had one of the most satisfying years of my life. There is a very, very strong feeling here of achievement."

For Birt and the BBC it has indeed been a remarkable year. The corporation has experienced one of the most radical changes in its history - Producer Choice has been implemented. This is the move away from a "command economy", where all services to producers were provided from the centre, to an internal market where producers control their own budgets and can buy outside services. As a result, several thousand staff jobs have gone but £100m has been saved this year to spend on programmes.

Even more important for the BBC is the government's decision to allow the compulsory annual licence fee, now £83, to rise in line with retail prices for the last three years of the corporation's Royal Charter until the end of 1996.

This relatively generous licence fee settlement indicates that the government acknowledges that the BBC is taking serious steps to cut costs.

For Birt, the year has been not just one in which he survived a public mauling, but also one in which he achieved a significant victory over his opponents in the organisation - those he has mocked as ancient warriors pointing their old muskets. The licence fee award is a triumph that even Birt's most begrudging detractors would have to recognise. It might also pave the way for a second, perhaps more startling, win. In the debate over the Royal Charter - the conditions under which the BBC operates - he may be able to persuade the government that there is a continuing role for a universal licence fee, which every television set owner must pay, in an age when cable and satellite television offers ever-increasing choice.

Cheshire cat among the pigeons

So does Birt feel he has won in what respect?

"Won is a funny word. Won in what respect?" he asks. He adds that there is a growing public understanding of the BBC's achievements in reforming itself over the past few years and again creating hits, such as *Absolutely Fabulous*, and dramas, such as *Scarlet and Black*. There is, Birt says, a sense that programmes are being put first and "a degree of excitement" that a public sector institution is reforming itself and doing it effectively.

But won? "I'm not going to use that expression. I don't even think like that. That implies that you've passed a finishing post. We are not through the charter review debate, nor is the job finished," Birt says.

He is speaking in his first newspaper interview for almost a year. Apart from wanting to spell out the scale of the achievement at the BBC, he also wants to counter the arguments advanced by Ian Hargreaves in his pamphlet, *Sharper Vision*, published recently by Demos, the independent think-tank. Hargreaves, a former director of news and current affairs at the BBC and now deputy editor of the *Financial Times*, argued that the BBC's future would be most effectively protected by privatisation, including a stake for the staff. Over a 10-year period the company would move towards a mixed method of funding - licence fee, advertising and subscription - and would thus be liberated from ties to government.

While the political battle for such changes has almost certainly been lost, they have aroused high-level interest - Michael Heseltine, trade and industry secretary, has started looking at the export potential of British programmes, and is known to be intrigued by such radical views.

Birt's disagreement, in particular with the idea of mixed funding, is total. "If you change the method of funding, you are inevitably going to change the nature of the institution and the programmes it supplies," he says.



A smile of satisfaction from John Birt, BBC director-general

In a commercially funded system such as ITV, however regulated, you take decisions on a business basis, he says. As programme director at London Weekend Television, Birt commissioned such popular

If you change the method of funding, you will inevitably change the nature of the institution

and profitable programmes as *Blind Date* and *London's Burning*.

Advertising on the BBC would put the two systems of broadcasting "in naked and direct competition", changing both ITV and Channel 4 as well as the BBC.

Birt believes that in 10 years

the BBC licence fee, now 23p a day, will be more defensible and seem better value as viewers get used to paying much larger sums for cable and satellite channels. He concedes, however, that the BBC has to find easier ways for poor people to pay. "The corporation is also developing a more aggressive global strategy - exploiting the most powerful broadcast media brand name in the world" and its programmes by transmitting television and radio programmes around the world in both English and local languages.

Bob Phillips, the BBC deputy director-general and head of the World Service, is working on a comprehensive plan for all the corporation's business interests. The main points include organising the BBC's activities on a regional basis, setting up an arm's-length rela-

tionship with BBC Enterprises, the commercial wing, and creating specialist satellite television channels with or without partners.

"We will greatly increase the amount of money coming into the BBC from our commercial activities chiefly outside the UK," says Birt, who believes that the contribution could rise from about £50m a year to three times as much by the end of the decade.

While he acknowledges the sense of hurt and insecurity the rapid reforms he has initiated have already caused, the modernisation of the BBC will continue apace. Overheads are still too high, there is still excess capacity - which means more jobs will go - and too many middle managers are inflexible and uncommunicative with their staff, and will have to be replaced by younger people, Birt says.

Mostly he talks of success and is hard put to think of any serious errors made over the past year. Producer Choice has been "a very great success", and modest teaching problems must be set against the massive gains.

There has been no recent switch in the BBC's programme philosophy, he adds: policy has merely been caricatured as wanting to provide only those programmes, such as opera and hard-hitting documentaries, that commercial television is less likely to make. The policy was, and remains, to offer high-quality programmes for the entire audience.

"No change. There has been no change. No change whatsoever. No. No," says Birt.

Surely most people would regard his freelance contractual arrangement with his employer as a grievous error? "We would all mean, wouldn't they?" he says, adding that when he arrived at the BBC in 1987 "dozens of people in ITV" had exactly the same arrangements, and at the BBC "other members - plural - of the BBC board of management had exactly the same arrangements".

As the row fades into history, there seems to be no doubt in Birt's mind, as he enters his second year in charge of one of the world's most famous broadcasting organisations, that his first year was "a very great success indeed".

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Helping to make the NHS more efficient

From Mr Phil Davies.

Sir, As a former director of human resources in an NHS trust hospital, I agree that efficiencies attained in the private sector are attainable in the NHS. However, I believe that there are five significant preconditions:

(1) Any savings made on reducing central bureaucracy should not be immediately clawed back by the Treasury but rather made available by trusts to facilitate change.

(2) Boards of directors must be allowed real freedom, without the interference of national pay bodies, to negotiate locally whatever salaries are required to recruit and retain the best clinical and managerial staff within their overall budget.

(3) The rules on capital spending must be relaxed to allow private investment.

(4) The cost of large-scale redundancies, which currently is borne in year and therefore can prevent a trust from meeting targets, should either be centrally funded or allowed for over a longer period, say five years.

(5) The rules on transfer of undertakings for public employees needs to be sorted out to facilitate contracting out of non-core activities. Public service organisations want to do better but government has to deliver.

Phil Davies, teaching fellow, Cranfield School of Management, Cranfield, Bedford, MK43 0AL

Need to rationalise ITV's fragmented advertising regime

From Mr Greg Dyke.

Sir, Michael Grade's letter ("Advertisers threatened by ITV changes", November 27), urges the ITC to preserve its present 25 per cent limit on the share of ITV revenue that can be sold by any single ITV sales house. This is both self-seeking and unduly alarmist.

The ITC has said it will review the sales house rules early next year: one of the factors it will take into account is the way the TV air-time market is changing.

Channel Four takes nearly 18 per cent of the market at the moment and is by far the largest single commercial broadcaster in the UK (it will be number two even if the Central and Carlton air-time is sold together).

If the ITC revised the rules to permit an ITV sales company to take up to 25 per cent of the market, this would make life less comfortable for

Channel Four but would scarcely imperil its existence.

Advertisers already have real choice in the TV market, and this choice will grow as satellite and cable companies increase their audience share.

It is in everyone's interest (including the advertisers) that ITV remains a strong channel, commissioning and producing original British programmes on a scale exceeded only by the BBC.

Rationalising its present fragmentary structure, in both the ownership rules and the sales rules, is a necessary prerequisite for this.

Greg Dyke, group chief executive, London Weekend Television, London Weekend Television Centre, Upper Ground, London SE1 9LT

No sense in 'permanent' temporary housing

From Ms Sheila McKechnie.

Sir, David Owen ("Councils' rules on homeless may be relaxed", December 2) does his best to explain how temporary accommodation for homeless families is to be permanent. Let common sense prevail: temporary housing is not suitable for families with children who need stable schooling and continuity in their lives.

Now that we have stopped building council houses, there is enormous pressure on the existing stock of relets, and no amount of shuffling the people who need it can conceal the underlying shortage or the economic stupidity of current policies. Scarce private rented accommodation costs between £100-2150 a week and traps people on benefits, with rising costs to the national and council tax payer.

This policy makes no economic or social sense. In the longer term it is unsustainable because of the shortage of private rented accommodation which the Budget did nothing to reverse.

The housing benefit bill will rise and threaten the government's spending targets. What will we do then? I hope the government knows the answer to that question because, other than rising levels of homeless people on our streets, we do not.

Sheila McKechnie, director, Shelter, 85 Old Street, London, EC1V 9HU

Resurrecting the wages fund

From Dr David Parker.

Sir, So "most economists subscribe to a core of theory - mostly micro-economic - that is useful and should therefore be heeded by politicians" (Michael Frowe, December 2, reviewing Alfred Malabre's book *Lost Prophets*).

I am intrigued - what core of theory has he in mind? Given that the Treasury has now decided that the pay of all pub-

lic sector workers over the next few years must be met out of an existing wage bill, and that therefore jobs must be traded for higher wages, which economists did the chancellor heed when resurrecting the "wages fund" doctrine?

David Parker, Department of Commerce, University of Birmingham, Edgbaston, Birmingham B15 2TT

Code of banking practice has failed to deliver

From Dr John Belshon.

Sir, There are times when a mere fulsome apology will not do, and the reaction of the British Bankers' Association to the December *Which?* report on banking services is one of them ("Customers report banking errors", December 2).

If, as our survey suggests, one in five bank and building society customers has suffered mistakes in standing orders or direct debits, people should check their statements; but it

is adding insult to injury for banks to demand the same. Mistakes are the banks' responsibility; so is spotting them. Urging vigilance on customers is an acknowledgement of failure and an encouragement to complacency.

The Bankers' Association emerged with further, equally shameful comments aimed at deflecting criticism, complaining that our survey of more than 3,600 banking customers was, astonishingly, "too

small", and that *Which?* members are more likely to grumble about banking problems. On both counts, professional opinion disagrees. So, no doubt, would the chief executives of Abbey National, First Direct, Girobank and Yorkshire Bank, which topped our poll in terms of overall satisfaction. If they can please customers, why not the Big Four?

The code of banking practice promised a new era of improved standards of service.

It has clearly failed to deliver. If the code cannot be improved considerably and enforced rigorously, it should be replaced with statutory standards imposed on government level. Only then will the disgraceful concept of DIY account management be consigned to where it belongs: in the past.

John Belshon, chief executive, Consumers' Association, 2 Morylebone Road, London NW1 4DF

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FINANCIAL TIMES

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Euro telecom alliances

The Franco-German telecoms alliance announced yesterday provokes a certain queasiness. Deutsche Telekom and France Telecom are Europe's two largest telecommunications operators, are still state-owned and have wide-ranging monopoly powers. There is a danger that, by joining forces, they will form a cartel dominating the heart of Europe.

Yet it would be wrong to oppose the link-up on principle. The division of Europe's telecommunications market on national lines is the result of a long history of state-run monopoly. Now that markets are slowly being opened to competition and carriers are being privatised, it is natural for the industry to restructure on cross-border lines.

The Franco-German alliance is a milestone in this trend. Other examples include British Telecom's alliance with MCI of the US, American Telephone & Telegraph's Worldwide consortium and a three-way link-up between the Dutch, Swedish and Swiss operators, called Unisource.

The benefits for customers from an end to the industry's balkanisation could be considerable. The main potential prizes are an end to the "frontier effect", under which cross-border calls typically cost three times as much as national calls of the same distance, and a wider range of trans-European business services.

This is not to say that Deutsche Telekom and France Telecom are motivated by a desire to deliver lower call charges. Their alliance seems largely defensive, stemming from fear that their monopoly bases could be eroded by competition from BT and AT&T. The duo believe they will be more able to withstand competition if they form a united front.

Retrograde step

Nor is it to say that the benefits of an end to balkanisation will flow through to customers automatically. If the Franco-German link-up delays competition, it will be a retrograde step.

The details of the deal are less alarming than feared when news of it first leaked last month. Early reports suggested that the two groups wished to merge all their international activities, including ordinary phone calls, and also link

up with AT&T. Such a deal between the world's three highest international carriers might indeed, as BT said, have been "grotesque" - particularly since the duo still have monopoly rights to provide ordinary voice services. The actual deal is more limited. It focuses on data services and value-added business services, which have theoretically been liberalised throughout the European Union. But there are still concerns. In the short term, it remains to be seen whether the markets for data services are genuinely open to competition. In the longer term, plans for the duo to take equity stakes in each other and expand their alliance may prove anti-competitive. The danger is that they could exclude rivals from their markets and use their enlarged home base to dominate other markets.

Public interest

Rather than blocking such link-ups and so losing the potential benefits of cross-border restructuring, Europe's competition authorities must seek to make alliances work in the public interest. This means adopting a more vigorous approach to opening up markets.

So far, the European Commission has been rather timid. Under its latest plans, not only will liberalisation of basic voice services be delayed until 1998. There is also no sign that competitors will be allowed to build their own networks, meaning they will have to rely on infrastructure owned by the national monopolies.

Deutsche Telekom and France Telecom yesterday showed no sign of wanting more radical action. Nor did the EU's telecom ministers, also meeting in Brussels.

Things might be different if Mr Jacques Delors, the European Commission's president, realised the connection between liberalisation and his much-cherished goal of trans-European networks. The end to Europe's balkanisation, at least in telecommunications, will not best be achieved by the Commission launching "Brussels bonds" and channelling the funds to monopolies. A better approach would be to open up the market and rely on competitive private enterprise to build the infrastructure. Mr Delors should devote his energies to securing this end.

A settlement at Lloyd's

The wrangle at Lloyd's long ago ceased being an issue of fairness and became one of cold practicality. How much damage could lawsuits from Names caught up in the spiral of losses in the late 1980s do to the institution as a whole? How much was it worth to the rest of Lloyd's to buy them out?

Yesterday's offer, of compensation worth some £900m, is an example of that chilly calculus at work. It is heavily skewed towards those Names with the strongest legal case and the greatest demonstrated determination to pursue it. On average, it amounts to just under a third of the total compensation claimed by the loss-making Names to whom it is being made. But those with the strongest cases - members of action groups, heavily exposed to the "spiral" of reinsurance, perhaps in syndicates managed by Gooda Walker - can expect average compensation of up to about 40 per cent of their losses.

If they accept. Perhaps the most intriguing aspect of the proposed settlement, apart from its sheer complexity, is the way it will force each potential litigant to assess individually whether or not to accept the offer. Lloyd's new managers - Mr David Rowland, chairman, and Mr Peter Middleton, chief executive - have promised that the offer will go ahead only if it receives acceptance from a substantial majority of the 21,000 Names eligible for it. Despite the immediate hostile reaction of the Names' action groups, that is an open question.

Finely balanced

For some people, bankrupt two or three times over, entitled only to the lower end of the settlement's compensation scale, the question is a simple one: there is nothing to be gained from such modest terms. The offer "leaves Names ruined", as the leader of one action group put it yesterday. For others, particularly "working" Names with limited exposure, earning a steady flow of income from the market, the issue is equally clear cut the other way.

For most, though, the question is finely balanced. They must weigh the individual offer they will be receiving in the next few days against the chances of success in continued legal action. How much of their potential

recoveries from such lawsuits will be gobbled up in lawyers' fees? How much of any award that a court makes will ever turn up in hard cash, paid not by now bankrupt Lloyd's agents but from the limited sums available from their errors and omissions insurers?

For anyone contemplating such a difficult decision, the question would be simpler if Lloyd's could promise finality, the confidence that the nightmare was at last over. Alas, that is not what the settlement offers. It covers only current claims for the years up to - and in some cases including - 1990. Claims still to come in - especially the potentially devastating "long-tail" claims over environmental and other damage in the United States - are not included. Nor are losses in respect of later years, some of which will also be bad.

Reinsurance vehicle

Lloyd's is working on a device to provide the finality that the battered Names so desperately seek: a reinsurance vehicle which will shoulder the claims of the past and allow Names to escape from them once and for all. Even assuming that it exists, however, it will come into existence only in 1996 - and it will probably require Names to make a further yet-to-be-specified contribution.

The settlement proposed yesterday is thus an intermediate step, buying time from the point of view of Lloyd's new managers, providing some partial compensation from the point of view of the Names affected. It does not offer one thing the Names have sought: a sense of moral vindication, a recognition that they are innocent in a system that was at best mismanaged, at worst a scandal.

For some people, especially those lured into Lloyd's by ties of family or friendship rather than investment decision, that will be enough to make it unacceptable. That such flawed judgments were common in the 1980s boom is a sad reflection on the market's leaders of the time. It is not, however, a reason to reject the proposed settlement. Names would be best advised to judge it in the light of a prudent, rational calculation of their own interests. If that is not enough to deliver the acceptance necessary, so much the worse for Lloyd's.

Something is badly wrong with the US airline industry. Deregulated 15 years ago and run entirely by the private sector, it should be a shining beacon of enterprise and profitability in a global industry otherwise characterised by state-owned monopolies, inefficiency and heavy losses. Instead, it is on the ropes.

US airlines carried a record number of passengers last year: they also lost more than \$4bn. In the past three years, the industry has lost nearly \$10bn - in nominal terms more than all the profits it has made since the Wright brothers achieved the world's first powered flight in 1903. Despite windfall gains from a recent fall in jet fuel prices, the industry is heading for more heavy losses this year.

The big carriers are in retreat, hacking away at their domestic networks in the hope of discovering a profitable core. Older aircraft are being retired and orders for new ones deferred, hitting Boeing and the other manufacturers. The airlines are shedding jobs by the thousand, and asking remaining employees to work harder for less, as they struggle to cut costs.

Now the industry's plight is starting to intrude into the public consciousness as labour unions fight the job losses and changes in working practices. A strike by American Airlines' flight attendants disrupted tens of thousands of passengers' holiday journeys in the run-up to last month's Thanksgiving holiday, before President Bill Clinton leaned on management to accept a union demand for hiring arbitration.

So what has gone wrong? The obvious explanation is that too many aircraft are chasing too few passengers. That argument appears to be contradicted by last year's record passenger numbers. But load factors can be misleading. In reality, the airlines found themselves faced with such a large surplus of capacity that they filled the empty seats by launching a ruinous price war, hence the record losses.

Recession is part of the reason why overcapacity arose in the first place. The relatively prosperous years of the 1980s encouraged airlines to order new aircraft, but long lead times meant these started to arrive just as the economy was turning down. Apart from last year's upward blip, passenger numbers have been stagnant (or worse) for five years.

US bankruptcy law must also share the blame. Normally, company failures might be expected to rectify the imbalance between supply and demand by putting the worst-hit carriers out of business. Sure enough, some famous names have gone - Pan Am and Eastern, for example - but chapter 11 of the US bankruptcy code has given companies such as Continental Airlines,

Trans World Airlines and America West protection from creditors, enabling them to go on flying, when they would otherwise have failed. More important, however, than either of these factors is the structural change being wrought in the industry by the arrival of a new wave of carriers typified by the Texas-based Southwest Airlines (see below). These have eaten heavily into the big carriers' domestic markets by offering services at bargain prices. Their fares are often a third of those of the bigger carriers.

Passengers who fly with these smaller carriers enjoy few frills. The aircraft are one-class, seats are not assigned and the service is rudimentary. But the secret of their success lies in their carriers' low fares is behind the scenes, in the much higher levels of productivity they achieve from their workforces.

For years, the strategy of the big US carriers has been based on the hub-and-spoke system - that is, flying passengers from feeder cities on the spokes of the system into a big central hub, then redistributing them on to other flights to their destination. The system is seen as the most efficient way of offering the widest choice of destinations to the largest number of customers, and has been copied around the world.

The hub-and-spoke concept, however, suffers at least one big disadvantage. In order to provide for all the flights to connect with one another, they all have to converge on the hub at about the same time. That means employing the staff and resources necessary to cope with high levels of activity at the peak, only to have them standing idle during the troughs that occupy the rest of the day.

The small carriers do not have to suffer this waste of resources because they do not have hub-and-spoke operations. Instead, they run highly intensive shuttle services on busy routes between pairs of cities. Staff are kept fully employed because aircraft follow one another in and out of the airport all day, and turnaround times are cut to the bone because the aircraft do not

have to wait for connections. Surprisingly, perhaps, the smaller carriers' staff are often paid at much the same rates as their colleagues working for the bigger carriers. Many belong to unions, too. But they work much more flexibly and productively than the big carriers' staff. Pilots spend less time

Small no-frills airlines are forcing the bigger, loss-making US carriers to rethink their strategy, writes Richard Tomkins

Dinosaurs on the runway

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waiting around and more time flying, and get paid only when they are in the cockpit. Flight attendants clean the passenger cabin in the few minutes' interval between the aircraft's arrival and departure. The result of the small carriers' high productivity levels is that the big carriers - though counting

themselves among the leanest, fittest and most competitive operators in the world - have taken on the appearance of dinosaurs in their home territory, and have been forced into a drastic reappraisal.

One strand of the reappraisal common to all carriers is their desperate need to cut costs - particularly labour costs, which typically account for at least 35 per cent of the total. Some airlines have shown themselves willing to trade massive equity stakes in return for concessions from their employees, as a result of which the labour unions now own 37.5 per cent of Northwest Airlines, 45 per cent of Trans World Airlines, and are negotiating for 60 per cent of United Airlines. Too often, the ultimate strike that few are prepared to face is though American Airlines was ready for a fight, until President Clinton intervened.

Meanwhile the airlines have also had to reassess the fundamental structure of their operations, even to the extent of questioning whether the hub-and-spoke concept is valid any more. At the very least, they are withdrawing from short-haul feeder routes and handing them over to smaller operators - either wholly-owned subsidiaries, as with the American Eagle companies flying under the American Eagle name, or more often to partially owned or independent regional carriers.

But perhaps the most significant sign of the times is the move by the non-union Continental Airlines to set up a low-cost shuttle service called CALite, which mimics the no-frills carriers by providing frequent direct flights between cities instead of requiring people to change flights at a hub. CALite also does it cheaply: it invites passengers to combine ultra-low "Peanut Fares" to some destinations with another offer called "Add A Penny, Add A Pal", under which the passenger's companion flies for 1c each way.

CALite is still in its early days, but its evolution demonstrates a growing acceptance among the big carriers that domestic air travel in the US has been transformed once and for all by the no-frills carriers into a commodity business - low-cost, high-volume and with little added value.

Each is responding in its own way. American is pulling out of routes where it cannot compete. United is trying to negotiate a deal with its unions which would result in the setting up of a low-cost operation, like CALite, to handle short-haul domestic flights. Delta is also thinking of following the Continental example.

The fact that the airlines are prepared to contemplate such radical action indicates that, although they have made some progress in adjusting to the new era, they still have a long way to go. With or without economic recovery, the turmoil looks set to worsen.

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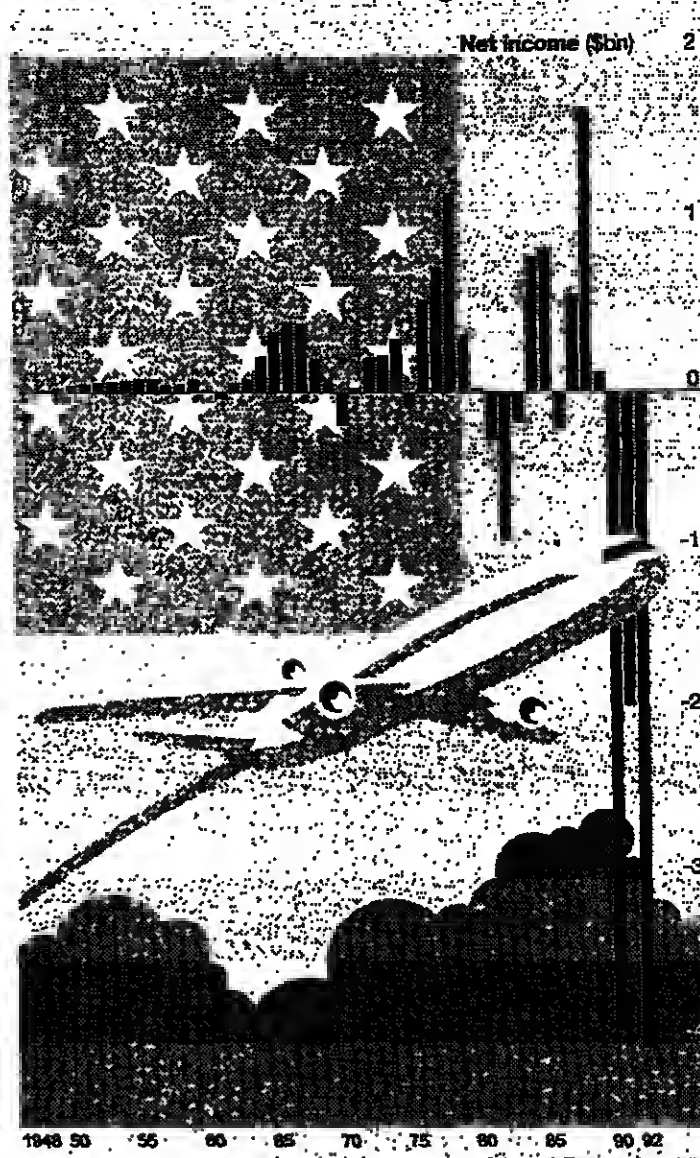
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US scheduled airlines: snubbing the hub



Source: Air Transport Association

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Peanuts that cost peanuts

\$140m in the year just ending - not a vast sum by US corporate standards, perhaps, but enough to make it the nation's most profitable airline.

How is that a neptist like Southwest can make money while its bigger rivals prove so adept at losing it? The answer lies in its low cost structure. The airline specialises in short-haul, point-to-point services with frequent flights, no frills and fast turnarounds, and its workers are hard-working, flexible and enthusiastic. Result: its operating costs per available seat mile are 26 per cent lower than the average for the big carriers.

That cost structure has translated into rock-bottom fares that have enabled Southwest to trouble the competition. Spreading across the south from its home territory in Texas, where it is easily the dominant carrier, it has become the biggest operator of flights within

California and has driven American Airlines out of the short-haul market in the southwest.

In September it began an assault on the north-east by offering flights on the Baltimore-Chicago and Baltimore-Cleveland routes at fares up

to 55 per cent less than those available from existing operators. Taking a flight by Southwest Airlines is a novel experience for passengers accustomed to elaborate checking-in rituals, fawning service and endless parades of drinks and meals.

One question inevitably raised about the Southwest formula is whether its success will last. After all, people are bound to trade down in a recession. Maybe, as the US economy tanks, no passengers will want to pay more and go back to the old-fashioned levels of service traditionally associated with air travel.

But not even Southwest's bigger rivals believe that. They openly acknowledge that Southwest and its ilk have changed US flying habits for good. According to American Airlines, most passengers will now happily put up with lower levels of in-flight service if it means they can afford to spend another couple of days at their destination.

"Basically, the American public is saying: 'Strap me in that metal tube and get me there for 59 bucks,'" the company says. Or as Mr Stephen Wolf, chairman of United Airlines, told a US newspaper: "Even the wealthy are conceding that they should buy a lower-priced ticket on Southwest and use the difference to buy a eucalyptus tree for their home."

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Coalition backs measures including introduction of new currency Brazil plans assault on inflation

By Angus Foster in Brasilia

Brazil yesterday announced a wide ranging package of measures, including the introduction of a new currency, designed to tackle the country's soaring annual inflation rate of about 2,000 per cent.

The package, the seventh stabilisation attempt since 1986, will be introduced gradually and will probably not take full effect until after the government's term runs out next year.

It won cautious backing from the government's coalition partners and economists because the measures tackle Brazil's budget deficit, seen as the main cause of inflation, and do not include "shock" measures like price

freezes which have failed in the past, even if initially successful.

However, several of the measures still need approval from Congress, which has been paralysed by a corruption scandal tainting many of its members. Proposed cuts in transfers to states and municipalities will also antagonise Brazil's powerful state governors.

The government admits approval of the package may be difficult, but hopes that by explaining the measures in advance the country will realise the severity of the problems.

It fears that, without the package, inflation will accelerate ahead of next year's presidential and congressional elections. "Economic policy will then have

to be either highly recessionary and politically unsustainable, or you will have hyperinflation," said Mr Winston Fritsch, economic policy secretary.

The first stage of the package, announced in general terms last week, is built into next year's budget and calls for spending cuts and revenue raising measures to wipe out a projected deficit of \$2.2bn.

The cuts include a set aside of 15 per cent of the transfers made from central government to states and municipalities, to save \$5.6bn. There is also a 5 per cent increase in all federal taxes, to take the top income tax rate from 25 per cent to 26.25 per cent, to raise \$3.7bn.

Congress has to approve the

budget and several constitutional amendments to cover areas such as the set aside, as well as longer-term measures, to solve a deficit in the social security system.

An index to measure inflation daily is also being introduced. Almost all government revenues and many private sector prices are adjusted in line with past inflation measures, which often adds to inflationary expectations.

If the first stage of the package is approved, the index could then be linked to the US dollar or a basket of currencies and adjusted daily, as happens with the central bank adjusting the exchange rate. The index would then become a new currency unit, backed by Brazil's foreign currency reserves of over \$20bn.

German employers unite against subsidies for VW

By Christopher Parkes in Frankfurt

German employers yesterday united in protest against Volkswagen's efforts to obtain state subsidies for the introduction of shorter working hours at its six domestic factories. The BDA confederation of employers' associations insisted that VW's plans had to be carried out without money from the federal employment office.

The protest followed clarification of VW's plan to have some of its 100,000 workforce work normal hours for nine months of the year and then be registered as unemployed - and paid benefit - for the remaining three. They

would then be rehired for a further nine months.

Describing the scheme as "hogus" because the employees would remain tied to VW, the confederation said contributions of workers and companies to federal unemployment funds were not intended to pay for "general operating cost reductions".

VW, which has agreed with its workforce on a nominal 28.8-hour week (in various formulations) for the next two years, claims its model would be far less of a burden on state funds than the alternative: dismissing 30,000 people.

However, it has already promised that there will be no redundancies for the duration of the draft restructuring agreement

with the unions. While the group says the scheme would reduce labour costs by about DM1.8bn (\$1.06bn) a year, independent estimates put the cut at DM1.5bn.

It has also been pointed out that, with losses forecast to hit DM2bn this year, VW in any case would be hard pressed to finance redundancies on the scale threatened. Observers say that state "subsidies" would probably be questioned by the competition authorities at the European Commission. The DM2bn deficit this year suggests that it, too, could find it hard to justify paying partial unemployment benefit.

West German growth, Page 2

All change for foreign small change

By Alison Smith in London

Left-over coins are the bane of international travellers, who can end up weighed down by small change from around the world.

There may be a solution for passengers arriving at London's Heathrow and Gatwick airports, where multi-currency coin exchange machines have just gone into operation.

The machines, run by the bureau de change group Traveler, will enable passengers to change low denomination coins in common currencies into sterling.

British banks do not accept foreign coins, in part because of the cost of transporting them back to their home countries.

The cost of handling coins is reflected in the exchange rates offered at the machines.

Yesterday, putting \$10 in coins into the machine would have produced £5, compared with the £8.25 Traveler would have paid for a \$10 bill. Two DM5 coins would have realised £2.86, against £3.70 for a DM10 banknote.

The machine in Terminal 4 at Heathrow changes US and Australian dollars, Dutch guilders, and French francs, while the one at Gatwick's South Terminal also covers other currencies, including pesetas and D-Marks.

They can be adapted to take different currencies - in the ski season, for example, the Gatwick machine might take Austrian schillings.

THE LEX COLUMN European party line

The much-touted marriage between France Télécom and Deutsche Telekom appears to have been watered down to collaboration in a service flat in Brussels. The partners are pooling sophisticated services for multinational companies - very much in line with the joint venture between BT and MCI. Yet there is no comparable sharing of equity, nor a merging of mainstream international telecoms businesses. In part, that may be because the two companies are not ready - France Télécom may not even become a limited company and the privatisation of Deutsche may be postponed. The suspicion must be, however, that the European Commission would take a dim view of the two companies collaborating in markets which are not yet open to competition.

Pitching into competitive data services is merely to follow the herd. But the market is not large by telecom standards, and margins are unlikely to be high. Perhaps telecoms companies have focused on this area because it is one of the few where regulation does not currently prevent competition. The limited capital commitment also means that it will be hard to come to much harm.

Still, alliances made in haste for niche markets may be repented at leisure when wider competition is allowed. The participants will, however, probably have plenty of time to reflect on that. Closer links between France Télécom and Deutsche Telekom would have to be offset by more open access to domestic markets. Neither would be keen to allow that, at least while their high business tariffs subsidise domestic users. That would be an open invitation for BT and Mercury to pick off their best customers.

Deutsche Bank

Frankfurt's calm reaction to yesterday's record provisions at Deutsche Bank is perhaps explained by the way in which higher provisions were flagged at the interim stage. Though the DM2.5bn charge for the first 10 months represents a modest acceleration in the rate of increase, there does not appear to have been a significant deterioration in asset quality since the summer. Deutsche's provisioning rate is about average for the sector and it can afford to boost the bad debt charge due to the striking 54 per cent increase in income from trading on its own account.

Less clear is the future trend. If the economy has indeed passed its nadir,

FT-SE Index: 3237.3 (0.0)



Source: FT Graphics

provisions could be expected to fall next year. Even on the most optimistic considerations, though, the chances are that bad debts will remain high until the recovery is well under way. Moreover, worries about tax increases, the selection of the pace of Bundesbank rate cuts may defer the recovery. There is also the risk of a large corporate failure, though anxiety about Metallgesellschaft in this regard seems misplaced.

That leaves the question of where profits growth will come from in 1994. Depressed loan demand will stow net interest income while Deutsche cannot rely on matching this year's trading revenue. The underlying rise in costs is only slightly ahead of inflation when the effect of consolidating Banco de Madrid and Deutsche Harold are taken into account. So the scope for economies seems limited. Commission income may receive a further boost from the insurance side, but Deutsche will struggle to meet its target 20 per cent return on capital.

Siebe

The stress which Siebe places on its cash flow is perhaps a response to those who regard its ability to maintain margins through the recession with suspicion. Had it simply relied on judicious use of acquisition provisions at Foxboro, the company would surely not have met its targets for reducing gearing. The fact though, that yesterday's interim figures provided further positive news on this score is no longer quite enough. Having taken the axe to Foxboro's costs, the time has come when the controls division should be seeing more benefit from

operational gearing and volume-driven growth. There has been some recovery in the US, but that is offset by weakness in Europe. Some \$10m of the \$14m increase in pre-tax profits was accounted for by exchange rate changes, and margins in the controls division have fallen slightly. Siebe's claim that they would have increased without the new charge for retirement healthcare and the consolidation of two small acquisitions is scant consolation. That would still have left them below the 16.3 per cent earned in 1992-93, while the retirement charge will recur.

Siebe is thus not yet able to deliver strong organic growth. This may owe more to economic circumstances than to any management shortcomings. But it suggests further reliance on acquisitions which would also help explain Siebe's interest in conserving cash. The market seems to have factored in the implications for earnings quality. A prospective multiple of around 18 times puts Siebe on a lower rating than other cyclical stocks such as those in building materials.

Smith New Court

The small proportion of shareholders who declined to take up Smith New Court's rights issue in June may be kicking themselves. Even after yesterday's round of profit-taking, the shares stand at almost double the 210p rights price. Rising world equity markets can take much of the credit. The upward march on the shares was notably halted in September and November, when UK equities were weak.

While the market is hobbling, though, cost control is perhaps the biggest management challenge. On the basis of yesterday's half-year figures, Smith's traders and analysts will be among those City folk looking forward to bumper bonuses in the New Year. Since staff costs make up 75 per cent of Smith's controllable costs, wage inflation is a serious threat. But big bonuses will not worry shareholders if basic salaries and the formula linking bonus payments to profits remain firmly under control.

Smith makes undisclosed provisions for bonuses throughout the year, so second-half profits should not buckle under the strain of one-off payments. The worry is that the shares still behave like a geared play on UK equities, despite its efforts at diversification overseas. It is odds-on that Smith will underperform again should the London market hit a sticky patch.

Assembly lifts Tapie's immunity

By David Buchan in Paris

Mr Bernard Tapie, the businessman-turned-politician, is expected to face prosecution for alleged financial irregularities after the French National Assembly voted yesterday to lift his parliamentary immunity.

The 432 to 72 vote followed a judge's request to investigate alleged misuse of corporate funds from Testut, a small near-bankrupt manufacturer of weighing scales which is controlled by Bernard Tapie Finance. The company was used to extend loans to Olympique-Marseille, the football

club which Mr Tapie also controls, to buy football stars.

Appealing to fellow deputies yesterday, Mr Tapie said: "This assembly is asked to cast the first stone at me. And this will allow others to cast bigger, heavier stones perhaps at me, but perhaps they will also hit some of you". Several deputies, mostly Socialists, have been implicated in alleged illegal funding of political parties by businessmen seeking public contracts.

Mr Tapie built up his group largely by taking over failing businesses, often with credit from state-controlled banks, selling some of their assets and juggling the rest between various holding companies.

According to Mr Antoine Gaudin, a former member of Tapie's financial police, Mr Tapie has piled up personal guarantees to banks of nearly FF1bn (\$190m). Société de Banque Occidentale, a subsidiary of Credit Lyonnais, yesterday acknowledged loans to Mr Tapie, but would not reveal their amount. SDBO and other institutions are said to have a FF75m mortgage on Mr Tapie's Paris mansion, which he admitted this summer was now worth only FF30m.

Franco-German alliance

Continued from Page 1

merging the public "voice" networks of the French and German operators. Mr Ricke stressed that all the proposed joint services were already deregulated within the EU, and that the two companies had only about 10 per cent of European market for them.

By restricting the immediate scope of the joint venture, the

companies hope to get it cleared by the European Commission by next Easter.

Any pooling of French and German "voice" services using the public network would be highly controversial, as a potential block to pan-European competition. However, France Telecom indicated that no such move was likely until public networks were open to full competition in 1998.

Deutsche Bank profit up 11%

Continued from Page 1

capital to fund industry and job creation. "I am always expecting congratulatory letters, but they never arrive," he protested.

Noting that a 20 per cent return on equity was out of the ordinary in the US, he said German banks were relatively "underdeveloped", doing well to achieve 12.5 per cent. Detailing the results,

which were compared as usual in Germany with ten-twelfths of the full 1992 results, he said foreign operations' earnings rose 40 per cent, with especially strong contributions from Luxembourg, Italy, and Morgan Grenfell, the UK merchant banking business.

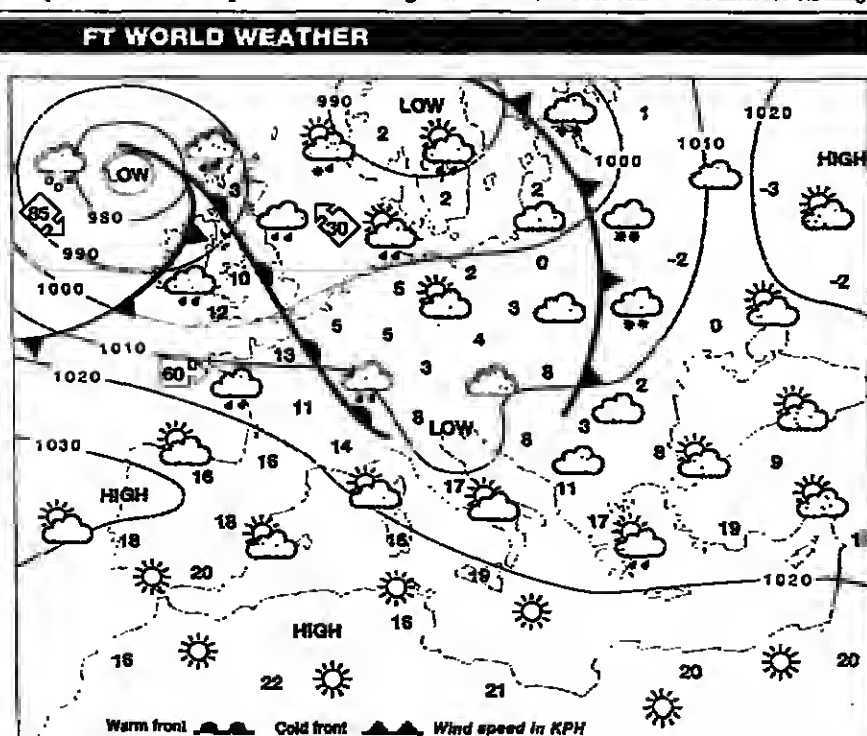
Foreign branches and subsidiaries also contributed more than half the 7 per cent rise to DM9.7bn in net interest earnings.

Europe today

A westerly flow will drive a vigorous depression towards western Europe. Mild air will spread over western Europe in the wake of a warm front which will move over England, Ireland and France in the morning accompanied by rain. Temperatures will be a few degrees higher than yesterday. Westerly winds will increase to gale or strong gale force along the west coast of Northern Ireland and England. During the afternoon, rain will reach the Benelux and Germany. Snow will fall in the French and Swiss Alps. Southern Spain, Portugal and Italy will stay dry with plenty of sunshine. Afternoon temperatures will be around 18C. Another active depression over Scandinavia will be responsible for sub-freezing temperatures and snow in Lapland and the central CIS.

Five-day forecast

North-western Europe will continue unsettled as a westerly flow brings a series of depressions. On Thursday winds will increase to strong gale or storm force along the west coast of the British Isles, the Benelux and France. Frosty conditions will continue over northern Europe. The Mediterranean region will be settled with comfortable temperatures.

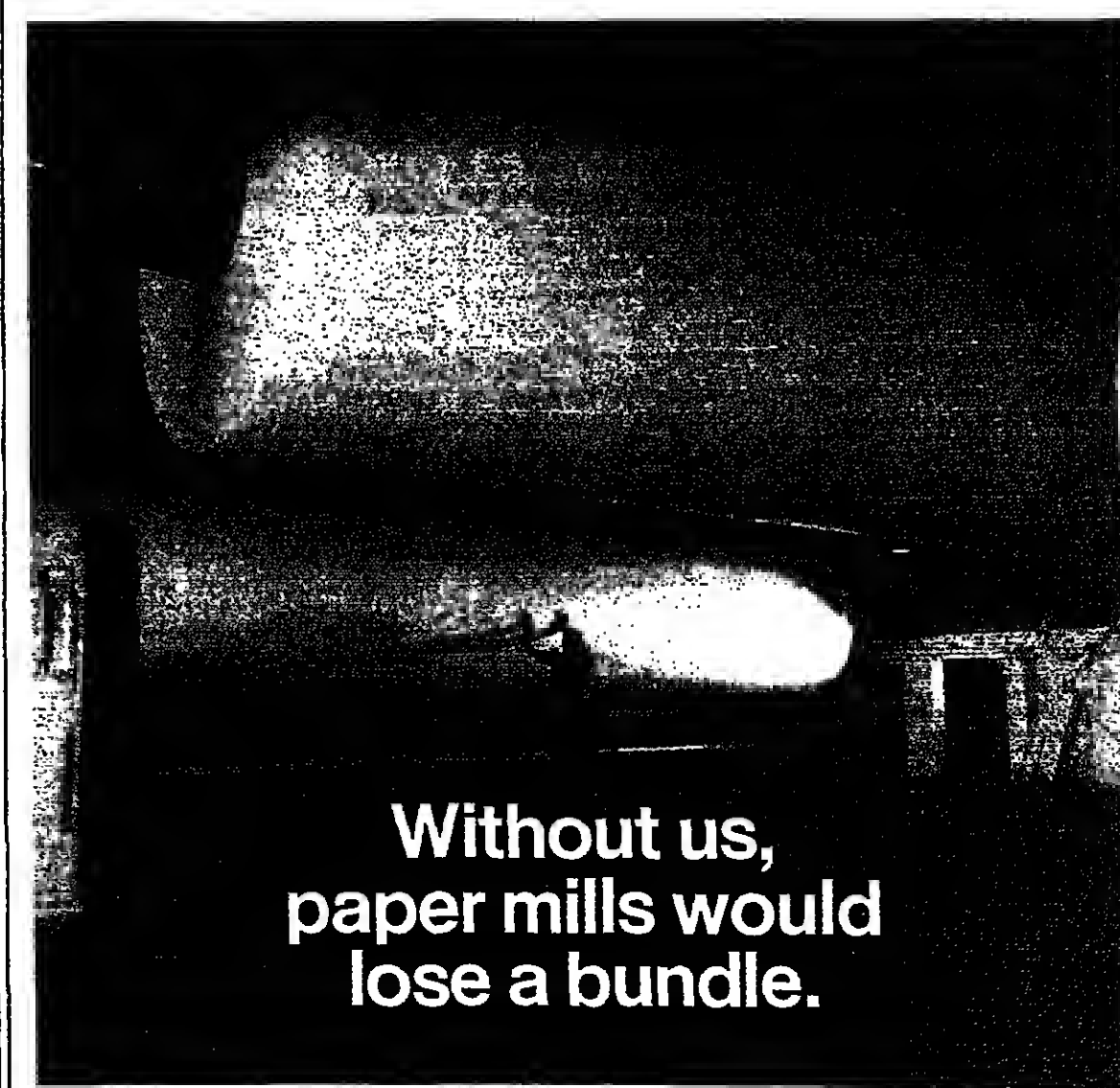


TODAY'S TEMPERATURES

Location	Temp	Location	Temp	Location	Temp
Albu Dhabi	sun 27	Beijing	sun 13	London	sun 10
Accra	cloudy 32	Berlin	sun 13	Luxembourg	sun 10
Algiers	sun 19	Bombay	sun 32	Lyon	sun 10
Amsterdam	sun 15	Buenos Aires	sun 20	Madrid	sun 10
Athens	sun 17	Calcutta	sun 30	Moscow	sun 10
B. Aires	sun 29	Chengdu	sun 10	Nairobi	sun 10
B. ham	sun 8	Dubai	sun 30	Paris	sun 10
Bangkok	cloudy 34	Dubrovnik	sun 10	Rome	sun 10
Buenos Aires	sun 18	Edinburgh	sun 10	S. Africa	sun 10
Beijing	sun 3	Faroe	sun 10	Toronto	sun 10

Situation at 12 GMT. Temperatures maximum for day. Forecasts by Meteo Consult of the Netherlands

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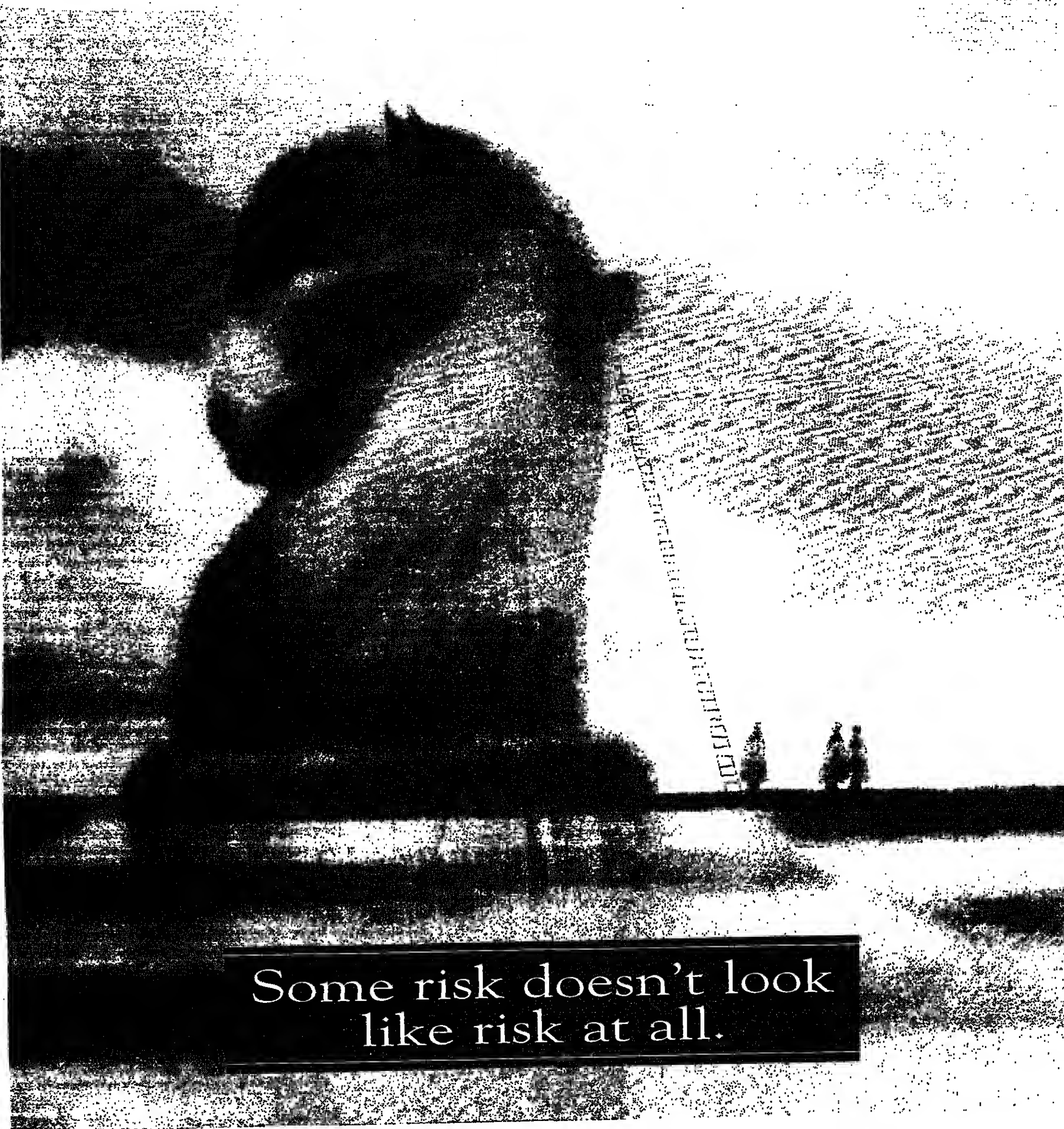
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All of these securities having been sold, this announcement appears as a matter of record only.

December 1993

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The NYSE symbol is KEF

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Lucky Investment Management Co., Ltd., Seoul, Korea — Sub-Adviser

This portion of the offering was offered in Japan by the undersigned.

2,000,000 Shares

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Kankaku Securities Co., Ltd.	New Japan Securities Co., Ltd.	Ace Securities Co., Ltd.
Okasan Securities Co., Ltd.	Coryo Securities Corporation	Cosmo Securities Co., Ltd.
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In accordance with the provisions of the Notes, notice is hereby given that for the three months interest period from December 8, 1993 to March 8, 1994 the Notes will carry an interest rate of 3.875% per annum. The interest payable on the relevant payment date, March 8, 1994 will be U.S. \$988.75 per U.S. \$100,000 principal amount of Notes.

By: The Chase Manhattan Bank, N.A.
London, Agent Bank
December 8, 1993



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The notes will bear interest of 3.375% per annum from 8 December 1993 to 8 March 1994. Interest payable on 8 March 1994 will amount to US\$44.38 per US\$10,000 and US\$443.73 per US\$100,000 note.
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Notice is hereby given that the notes will bear interest at 5.40% per annum from 6 December 1993 to 7 March 1994. Interest payable on 7 March 1994 will amount to \$134.63 per \$10,000 note and \$1,346.30 per \$100,000 note.
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INTERNATIONAL COMPANIES AND FINANCE

Sanyo plans Y22bn flash memory chip investment

By Alan Cane

Sanyo Electric, a leading Japanese consumer electronics company, is planning to invest Y22bn (\$208m) in flash memory chip production.

Flash memory, an advanced silicon chip which "remembers" what has been written on it without the need for constant electronic refreshment, is now a \$500m market worldwide. Forecasters are predicting 100 per cent growth each year for the foreseeable future. It is seen as essential for success in portable computers and other portable electronics products. Intel, the world's largest semiconductor company and leader in the flash memory

field, is marketing the chips as a replacement for hard disk drives in portable computers.

The technology was invented by Toshiba of Japan, but Intel secured the leadership position by improving chip designs and making them both manufacturable and affordable.

Flash memory has the advantage of high shock resistance, speed and low power consumption. While it is still more expensive than hard disk storage, it is expected to replace conventional semiconductor memory chips (DRAMs) as the leading high-speed memory technology by 1995.

Sanyo plans to begin production of 1m bit chips in February and 4m bit chips in May.

The company has signed a licensing agreement with Silicon Storage Technology (SST), a California-based chip designer and manufacturer.

Sanyo will use SST's design and technology to manufacture the chips, which will then be supplied to the US company under the Sanyo brand name. Sanyo will also sell its chips in the merchant market, and supply processed silicon wafers, on which the chips are printed, for flash memory cards.

Sanyo said its monthly output of chips would be about 500,000 each of the 1m bit and 4m bit variety.

Sales next year from all suppliers are expected to amount to some 60m chips.

Wheelock posts 61% interim profit rise

By Louise Lucas in Hong Kong

Wheelock and Co, the Hong Kong holding company for the late Sir Yue-kong Pao's listed empire, reported a 61.1 per cent rise in profits after tax and minority interests to HK\$990.3m (US\$121.7m) from HK\$614.7m for the six months to September 30.

Wheelock, formerly World International, has interests ranging from trans to property to cable TV. Wharf Holdings, a diversified conglomerate and the company's main subsidiary, contributed some 70 per cent of profits. Wharf itself previously announced a 44 per cent increase in first-half net earnings to HK\$1.85m.

Mr Peter Woo, Wheelock's chairman, said profits improved on the back of largely healthy performances from all associates.

Analysts said much of the growth in earnings was made from treasury operations. Income from this source rose by around 40 to 45 per cent, stripping out the earnings of the underlying companies. Profits growth was closer to 30 per cent.

Mr Woo said the group would pursue its strategy of buying stakes in companies manufacturing in both Hong Kong and China, which sell to western industrialised countries but which may have potential markets in China.

Since the name change two weeks ago, Wheelock Pacific, the company's investments, retail and trading arm, has made a 25 per cent stake in China International, a Hong Kong-listed paper products company.

Wheelock's stated policy is to invest up to 20 per cent of its balance sheet - or HK\$200m - in China. The group's investments in China are currently less than 10 per cent of assets; however, Mr Woo said it would embark on many projects over the next two years that would increase exposure to China by a further 5 to 10 per cent of assets.

Earnings per share over the six months rose to 46.1 cents, compared with 28.5 cents in the same period last year. Shareholders are to receive a dividend of 9.5 cents a share, up from 7.5 cents last year.

Something green stirs in the investment forest

Alison Maitland reports on a New Zealand company hoping to attract environmental investors with a new type of pine tree

Fletcher Challenge, New Zealand's second biggest company, believes it has found a solution to the depletion of the world's natural forests and the increasing shortage of timber. It is called the radiata pine.

The pine is being developed by Fletcher Challenge in its New Zealand and Chile plantations to produce a rapidly growing supply of high quality wood for construction. It is the main attraction of a new class of share that the company has created to realise the value of its forestry assets.

The shares, known variously as targeted, letter or alphabet stocks, have been used by US companies such as General Motors and USX to separate out specific activities without restructuring or floating them off. Fletcher Challenge claims to be the first large non-US company to adopt the practice.

Existing shareholders are receiving one forest division share for every four ordinary shares. "For an investor who wants liquidity on an international scale, just wants to invest in forestry and wants to be on the fast growth side, this is the unique investment today," said Mr Hugh Fletcher, chief executive.

Trading in the shares in New York begins next Monday, but began last week on the Australian and New Zealand stock exchanges. It has already added about 15 per cent to the recognised value of the forest assets, taking them to about NZ\$3bn (US\$1.6bn).

"I would consider any initiative that does that to be a great success," said Mr Fletcher. The 400m new shares represent half of Fletcher Challenge's total forestry assets worldwide, or 244,000 hectares of solid wood forests in New Zealand and Chile and the related log trading business.

The radiata pine accounts for 95 per cent of these plantations. It can produce a large, quality sawlog, for making solid wood products, in 25 to 30 years. Fletcher Challenge has been developing it over the past 15 years to be disease-resistant and to contain as few knots as possible.

The company estimates that this type of high-value pine log will account for about 26 per cent of the forest division's total harvest by 2015, compared with about 2 per cent now, as plantations mature. At the same time, the overall harvest volume is expected to double to about 4m cubic metres.

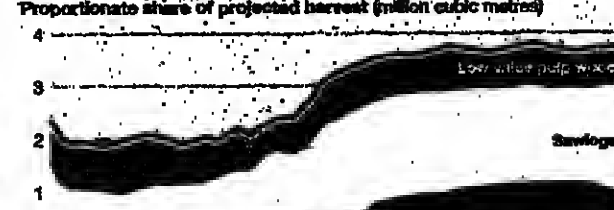
Fletcher Challenge

Radiata pine plantation forest managed on a clearwood regime (%)



Assumptions: The trees are planted to 0.5 metres, the land has 200 stems per hectare, the site is of average quality, the trees are harvested at age 20.
Source: Fletcher Challenge management estimates

Proportionate share of projected harvest (million cubic metres)



Source: Fletcher Challenge management projections

The emphasis is on quality, rather than the volume of producers of timber for pulp. The New Zealand radiata pine grows by 25 to 30 cubic metres a year compared with 10 to 12 cubic metres in plantations in the southern US and three to five cubic metres in the natural forests of north west US.

pine but will use poorer quality farmland prone to soil erosion, which the trees should help prevent. Adding to the environmental attractions, it says one hectare of radiata pine extracts nine tonnes of carbon dioxide from the atmosphere every year.

NEWS DIGEST

Downturn at Canadian food group

Univa, Canada's second biggest food distributor, which is being reorganised with new senior management, reports net income of C\$7.6m (US\$5.7m), or 16 cents a share, for the third quarter to November 6, down from C\$9m, or 9 cents, a year earlier, on sales 43 per cent lower at C\$1.43bn, writes Robert Gibbons in Montreal.

After special charges totalling C\$17m, Univa's final net loss was C\$4.1m, or 88 cents, in the latest quarter. Nine-month operating net income was C\$25.6m, or 23 cents, compared with C\$7.7m, or 16 cents, on sales little changed at C\$4.8bn. After special charges, the nine-month net loss was C\$59.1m, or 75 cents.

Univa is now controlled by the Caisse de Depot, the Quebec pension fund investment manager, and the Sobey family of Nova Scotia. The new management, headed by chairman Mr Pierre

Michaud, is reorganising the group to improve profitability and analysts expect the Californian subsidiary to be sold.

Elders Australia oversubscribed

An initial public offering of shares in Elders Australia has closed heavily oversubscribed, AP-DJ reports from Sydney. Mr Jim Rayner at underwriter Barclays de Zoete Wedd Australia said the issue raised A\$6.2m (US\$4.8m).

Elders Australia is likely to list on the Australian Stock Exchange in the week starting December 20, Mr Rayner said.

HK travel group changes hands

Malayan United Industries' Hong Kong unit, Firstway International Investment, has bought 52.9 per cent of Morning Star Holdings and will make a general offer for the Hong Kong-based travel company. Reuters reports from Kuala Lumpur.

In the HK\$239.91m (US\$19.23m) deal, Firstway bought 161.91m Morning Star shares at HK\$1.35 each and 32.88m warrants at HK\$0.35.

TENDER NOTICE UK GOVERNMENT ECU TREASURY BILLS

For tender on 14 December 1993

- The Bank of England announces the issue by Her Majesty's Treasury of ECU 1,000 million nominal of UK Government ECU Treasury Bills, for tender on a bid-yield basis on Tuesday, 14 December 1993. An additional ECU 50 million nominal of Bills will be allotted directly to the Bank of England.
- The ECU 1,000 million of Bills to be issued by tender will be dated 18 December 1993 and will be in the following maturities:
ECU 200 million for maturity on 13 January 1994
ECU 500 million for maturity on 10 March 1994
ECU 300 million for maturity on 16 June 1994
- All tenders must be made on the printed application forms available on request from the Bank of England. Completed application forms must be lodged, by hand, at the Bank of England, Securities Office, Threadneedle Street, London not later than 10.30 a.m., London time, on Tuesday, 14 December 1993. Payment for Bills allotted will be due on Thursday, 16 December 1993.
- Each tender at each yield for each maturity must be made on a separate application form for a minimum of ECU 500,000 nominal. Tenders above this minimum must be in multiples of ECU 100,000 nominal.
- Tenders must be made on a yield basis (calculated on the basis of the actual number of days to maturity and a year of 360 days) rounded to two decimal places. Each application form must state the maturity date of the Bills for which application is made, the yield bid and the amount tendered for.
- Notification will be despatched on the day of the tender to applicants whose tenders have been accepted in whole or in part. For applicants who have requested credit of Bills in global form to their account with ESO, Euro-clear or CEDEL, Bills will be credited in the relevant systems against payment. For applicants who have requested definitive Bills, Bills will be available for collection at the Securities Office of the Bank of England after 1.30 p.m. on Thursday, 16 December 1993.
- Provided cleared funds have been credited to the Bank of England's ECU Treasury Bills Account No. 59005516 with Lloyds Bank Plc, International Banking Division, PO Box 19, Hays Lane House, 1 Hays Lane, London SE1 2HA, definitive Bills will be available in amounts of ECU 10,000, ECU 50,000, ECU 100,000, ECU 500,000, ECU 1,000,000, ECU 5,000,000 and ECU 10,000,000 nominal.
- Her Majesty's Treasury reserve the right to reject any or part of any tender.
- The arrangements for the tender are set out in more detail in the Information Memorandum on the UK Government ECU Treasury Bill programme issued by the Bank of England on behalf of Her Majesty's Treasury on 28 March 1989, and in supplements to the Information Memorandum. All tenders will be subject to the provisions of that Information Memorandum (as supplemented).
- The ECU 50 million of Bills to be allotted directly to the Bank of England will be for maturity on 16 June 1994. These Bills may be made available through sale and repurchase transactions to the market makers listed in the Information Memorandum (as supplemented) in order to facilitate settlement.
- Copies of the Information Memorandum (and supplements to it) may be obtained at the Bank of England, UK Government ECU Treasury Bills, 10, The Treasury Building, Act 1877, The National Loans Act 1968 and the Treasury Bills Regulations 1988 as amended.

Bank of England
7 December 1993

INTERNATIONAL COMPANIES AND FINANCE

Top Canadian bank battered by loan losses

By Bernard Simon in Toronto

Royal Bank of Canada, the country's biggest financial institution, has had another disappointing year, with earnings hit by restructuring charges and unexpectedly high loan losses, especially in real estate.

Net earnings totalled C\$300m (US\$225.7m), or 46 cents a share, in the year to October 31, compared with C\$107m, or a loss of five cents a share, in 1992. Return on equity was a meagre 2.4 per cent, following last year's negative return of 0.3 per cent.

The previously-announced charges, totalling C\$410m, reflect the costs of integrating the operations of Royal Trust which the bank acquired earlier this year, and an internal restructuring plan. RBC is cutting 4,100 jobs from its payroll, equal to almost 8 per cent of its workforce.

After the charges, the bank posted a C\$420m fourth-quarter loss, equal to C\$1.47 a share, against a loss of C\$473m, or C\$1.63, a year earlier.

Loan-loss provisions for the year were C\$1.75bn. This is lower than the C\$2.05bn set aside in 1992, when the bank was hit by its

exposure to Olympia & York, the failed real estate developer. The final 1993 provisions, however, are more than double the C\$800m estimated at the end of the first quarter. Provisions for sour commercial real estate loans have now reached 20 per cent of the bank's gross property portfolio.

Ms Donna Toth, analyst at Nesbitt Thomson in Toronto, said RBC's problems stemmed from aggressive lending policies with inadequate controls. Several of the bank's most senior corporate credit officers have taken early retirement in the past year.

On the brighter side, Mr Allan Taylor, chairman, said retail banking and treasury operations performed strongly, while the bank's investment banking subsidiary, RBC Dominion Securities, posted record earnings. Non-performing loans have dropped to C\$3.26bn on October 31 from C\$3.46bn a year earlier, with the level of non-performing consumer loans falling for the first time in four years.

The inclusion of Royal Trust from September boosted assets by 19 per cent to C\$164.9bn. Royal Trust's operations have been "close to" break-even since then.

AMR warns of costs of attendants strike

AMR, parent of American Airlines, estimates that fourth-quarter after-tax earnings will be reduced by more than \$100m because of the strike by flight attendants last month, agencies report.

As a result, AMR would report a "significant loss" for the fourth quarter and a loss for the year. For the fourth quarter ended December 31 1992, AMR reported a loss of \$200m, or \$2.66 a share, on revenues of \$3.6bn.

The airline said it lost about 1.3m passengers in November because of the dispute. Flight attendants at American Airlines went on strike for

five days just before the November 25 Thanksgiving holiday. The strike ended after President Clinton intervened.

The company said its system-wide load factor in November declined 7.63 points, to 51.44 per cent from 59.07 per cent a year ago, due to the strike.

It said November system-wide revenue passenger miles fell 16.3 per cent to 6.23bn from 7.55bn a year ago, while available seat miles declined 4.5 per cent to 12.21bn from 12.78bn. For the year to date, load factor declined to 60.5 per cent from 64 per cent.

Strong sales at Deere lift pre-charge profits

By Laurie Morse in Chicago

Fourth-quarter earnings at Deere and Company, the US agricultural, industrial and lawn equipment manufacturer, jumped to \$100.5m, or \$1.33 a share, in the fourth quarter, before special accounting charges.

Deere said strong North American sales in all equipment lines boosted profits. Last year the group recorded fourth-quarter profits of \$4.2m, or 5 cents.

Before special charges, Deere posted full-year income of \$286.3m, or \$3.70 a share, up from \$37.4m, or 49 cents, a year ago. Including the special charges, it suffered a net loss of \$20.9m, or \$1.19, in fiscal 1993. Those charges included a one-time accounting charge of \$1.1bn for post-retirement employee benefits.

Despite the \$80m restructuring of its European operations, announced in the second quarter, overseas agricultural equipment operations incurred significant operating losses in the fourth quarter and for fiscal 1993.

The full-year losses "substantially exceeded" last year's operating loss.

Deere's worldwide sales jumped 15 per cent to \$3.18bn in the fourth quarter, from \$1.9bn in the same 1992 quarter. Production tonnage was up 31 per cent from last year's fourth quarter, when Deere shut down some of its factories to limit the build-up of inventories.

For the fiscal year, Deere reported worldwide sales of \$7.75bn, up 11 per cent from 1992's \$6.96bn. North American equipment sales made up \$4.9bn of that total, up 19 per cent from last year.

Mr Hans Becherer, chairman, said North American sales of agricultural equipment in 1994 should reach 1993 levels.

"Due to the lower 1993 grain production and the resulting reduction in carry-over stocks, a substantial increase in planted and harvested acreage of corn and soy beans is expected in 1994," he said.

BCE tunes into a multi-media future

Bernard Simon and Robert Gibbens examine the Canadian telecom's investment plan

Many companies in the fast-evolving telecommunications business are bigger than Canada's BCE. However, in the scramble for a foothold in the converging worlds of telephones, cable television and entertainment, only a handful have managed to leave their footprints in as many places. With its plan to buy an initial 30 per cent stake in Colorado-based Jones Interchange, BCE is now about to secure a significant presence in one of the pioneering parts of the business - the US cable-TV industry.

"We're not finished," says Mr Derek Burney, chairman of BCE Telecom International, a wholly-owned unit through which BCE is channelling its international expansion.

BCE Telecom's mandate, Mr Burney says, is "to make investments internationally covering the full range of telecommunications in areas where we either have expertise to offer or where our expertise will complement that of our partner in a way that we both benefit".

Mr Burney, who until last year was Canada's ambassador in Washington, says BCE is especially seeking opportunities in Latin America and Asia.

BCE's telecom interests now stretch from stakes in Canadian, UK and New Zealand telephone companies, to a 53 per cent interest in Northern Telecom, the telephone equipment maker. It also has interests in cable-TV franchises, telephone directories, and cellular and mobile phone systems.

The decision to focus on tele-

communications marks an about-turn from BCE's strategy a decade ago. Then, the prospect that its onshoot, Bell Canada, would not maintain its stranglehold on Canada's domestic telephone market led BCE into an ambitious - and costly - diversification.

However, Mr Raymond Cyr, architect of BCE's entry into financial services, pipelines, computer services, printing and property development, made way in 1990 for Mr Red Wilson, former head of Tate & Lyle's Canadian subsidiary.

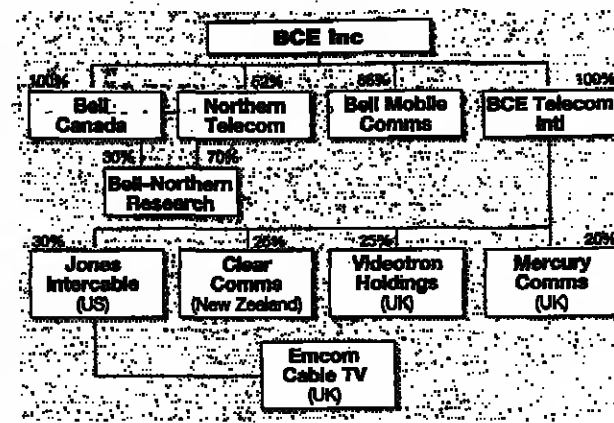
The unflappable Mr Wilson, 53, has often said that the survival of any serious player in the telecommunications business depended on its ability to deliver a wide range of services.

The last of the non-telecom businesses, comprising financial services group Montreal Trustco and property developer Brookfield Development, were sold last week. A C\$750m (US\$564.3m) loss on these investments will be charged to BCE's fourth-quarter earnings.

The Montreal Trustco sale has left BCE with a stake of almost 5 per cent in Bank of Nova Scotia, Canada's third-biggest bank.

BCE's latest purchase is one of the US's lesser-known but more innovative cable-TV companies. Mr Glenn Jones, chairman and controlling shareholder of Jones Interchange, "is considered one of the industry's visionaries," says Mr George King, analyst at Canseco Capital Management in Indianapolis.

Jones Interchange is among the pioneers in bringing school



Outcome boosted by cost controls and defence of market share

Chubb Security advances 37%

By Tim Burt

Chubb Security, the electronic alarm and locks group, yesterday announced a 37 per cent increase to £34.2m in pre-tax profits for the six months to October 8.

The increase, achieved on turnover up from £335m to £355.1m, was due mainly to tight cost controls and success in defending market share since the demerger last year from Racal.

Turnover, however, would have been almost flat had it not been for £9.5m generated by exchange rate movements and changes in accounting policies for currency translation.

Beneficial exchange rates also contributed £1.1m to operating profits, up from £27.1m to £28.2m.

The policy change involves translating turnover and profits from Chubb's extensive overseas operation at an average exchange rate during the half year, rather than by the prevailing rate at the end of the accounting period.

Earnings per share rose from



Sir Ernest Harrison, chairman (left) with David Peacock, chief executive: new products aimed at increasing market share

4.75p to 7.08p, and the interim dividend is 2p (1.5p).

Mr David Peacock, chief executive, said: "In spite of the worldwide recession and provided present trading conditions do not worsen, prospects for the full year are expected to be satisfactory."

He also emphasised his determination to press ahead with the second phase of a

cost-cutting programme which has already resulted in £23m in savings since mid-1992.

The programme is designed to increase Chubb's operating margins and share of a worldwide market estimated at £7bn. It has already begun to refocus its operations with cutbacks in administrative staff and increased emphasis on a larger sales force.

Cutbacks in administrative staff were largely to blame for £1.5m in redundancy costs, although this was down sharply on a £5.7m charge at the half year stage last time.

As part of the rationalisation, Chubb said it had introduced 13 new products in the period, with seven more planned before the year end.

Most of the new products are aimed at increasing the market share for the group's electronic security division.

Turnover in the division increased from £170.3m to £178.2m in the half year. Operating profits also increased to £17.9m, compared with £14.9m last time.

In the physical security division - manufacturing locks, safes and fire extinguishers - turnover rose from £187.8m to £176.9m.

Operating profits came in at £17.4m (£12.1m). Improved cashflow, meanwhile, of £13.1m turned net debt of £4.8m at the year end in March into net cash of £3.3m at the half way stage.

See Lex

Allied Colloids drops to £19m as higher costs bite

By David Blackwell

Shares in Allied Colloids, the chemicals company, fell 10p to 225p yesterday as pre-tax profits for the six months to October 2 dropped 15 per cent from £22.5m to £19m.

While the fall was predicted at the AGM in August, it turned out to be greater than expected. The company blamed exchange rate movements and other increased costs, including insurance.

Overhead costs rose by about 16 per cent. The insurance premium rose from £1.5m a year to £5m following a fire at Bradford in July. The costs of defending patents also increased.

Sales rose by 17 per cent from £136.3m to £158.3m. However, about 10 per cent of the increase was accounted for by the change in exchange rates

following the UK's departure from the ERM.

The company increased sales in all areas apart from the UK, which accounts for about 15 per cent of group turnover.

Sales in North America grew to £52m (£44.4m) and in Asia to £18.1m (£12.5m). European sales improved to £53.8m (£45.5m), but the company reported continuing difficulties in Germany.

Sterling devaluation hit the cost of petrochemicals and other raw materials, many of which are priced in D-Marks. The company had been unable to recover this in selling prices.

The second half is expected to be better as exchange rate benefits emerge as a result of hedging currencies.

The company also said that raw material prices had stabilised, and it expected a modest improvement in margins.

Earnings per share fell to 4.99p from 5.47p. The interim dividend is increased from 0.94p to 1p.

● COMMENT

The City, disappointed that the first half had come in below £20m, yesterday downgraded its full year forecasts from £50m. It is now expecting pre-tax profits to be about £44m - roughly equal to last year. This implies a much better second half as about 55m flows in through currency benefits.

While sales continue to show strong growth, the rise in costs gives some cause for concern. On the latest forecasts the shares are on a prospective p/e of almost 20, a good premium to the market. The company cannot afford any further slippage in margins.

Exploration decline hits Oceanics

Increased competition, particularly in the face of a decline in oil exploration activity in the North Sea, hit Oceanics, the survey services group, hard in the first half.

Pre-tax profits for the six months to end-September fell from £1.7m to £222,000.

Turnover dropped from £20.6m to £13.2m, mainly as a result of the absence of a large offshore construction project.

Losses of 0.2p per share compared with earnings of 0.5p.

Northern Investors assets improvement

Northern Investors, the venture capital investment trust, raised net asset value to 306.2p at September 30, against 284.4p a year earlier and 285.6p at March 31.

First-half earnings per share were lower at 2.5p (4p) and the interim dividend is 1.5p (2p).

BAe scales back talks on sale of Dutch arm

By Ronald van de Krol in Amsterdam

Talks on the sale of Ballast Nedam, British Aerospace's Dutch construction subsidiary, are to be scaled back after BAe and Boskalis, the Dutch dredging company, failed to reach agreement on a full takeover.

Boskalis, which had said in October that it was prepared to pay about £150m (£177m) for Ballast Nedam, will continue to discuss other forms of co-operation with Ballast Nedam short of outright acquisition.

BAe said it still intended to sell Ballast Nedam. "Discussions will continue with Boskalis on a non-exclusive basis with the possibility of other parties becoming involved in these or other negotiations," it said.

Boskalis's exclusive rights to negotiate a Ballast Nedam deal expired on December 1. The three companies would not say why a takeover had not proved to be possible. BAe said there had been no material change in Ballast Nedam's financial position since the negotiations began.

Boskalis, which had earlier announced plans for a £130m share issue to help pay for the acquisition, said it was now calling off the share issue.

The failure of the merger talks renews uncertainty about Ballast Nedam's future. Earlier this year Ballast Nedam's chairman resigned after BAe turned down his plan for a flotation on the Amsterdam stock exchange.

Lonrho withdraws backing for Lockerbie bomb film

By Roland Rudd and Robert Peston

Lonrho, the international conglomerate, has withdrawn financial backing from a controversial film about the Lockerbie bombing, which it is co-financing with Libya.

Mr Stephen Walls and Mr Peter Harper, two of Lonrho's newly-appointed non-executives, persuaded the Lonrho board to end its involvement in the film. They are also expected to press for Lonrho to withdraw from further co-operation with Libya, which owns a third of Lonrho's Metropole Hotels subsidiary.

Mr Dieter Bock, the German joint chief executive, was also keen to abandon the film project, which had been started on the initiative of Mr Tiny Row-

land, his fellow joint chief executive.

However, Mr Allan Francovich, the film's producer, said yesterday that he had not been informed by Lonrho of its withdrawal of a £533,000 contribution to the film. He added: "I am not going to be stopped [from completing the film] by anyone". He said that he had insisted there should be no interference from Libya or Lonrho in the content of the film and that he had uncovered a considerable amount of new evidence about who carried out the bombing in 1988, which resulted in 270 deaths.

The United Nations has recently frozen Libyan assets held abroad to increase pressure on it to hand over for trial in the west suspects accused of blowing

up the Pan Am airliner.

Mr Rowland, however, yesterday said he and Mr Bock were "at one" on the Libyan issue. While the board had decided to stop the financing of the film "for the time being", he said that work already completed was of commercial value to Lonrho. He recently said that Lonrho was ready to complete deals worth hundreds of millions of pounds with Libya if the documentary film showed it to be innocent of the Lockerbie bombing.

Mr Rowland is now satisfied that the Libyans were not involved in the bombing. "There was no sign of their involvement at all. If there had been any evidence... we would have handed it over to the British government", he said.

Inspirations joining USM

By Michael Skapinker, Leisure Industries Correspondent

The tour operating sector acquired its third quoted company yesterday with the placing of 28.3 per cent of the shares of Inspirations, the holiday company.

The company is to be listed on the Unlisted Securities Market, with dealings expected to begin on December 13.

The two other quoted companies involved purely in the package holiday business are Airturns and Owners Abroad, the second and third largest tour operators. The holiday market leader, Thomson, is a Canadian-controlled public company, but also has extensive media interests.

Mr Vic Fatah, Inspirations' chief executive, was the founder of Summed Holidays, which merged with the tour operating arm of British Airways in 1987 to create Redwing Holidays.

Redwing was sold to Owners Abroad in 1990.

The placing by stockbrokers Beeson Gregory values the company at £23m. The company said the placing was twice subscribed.

In the 11 months to September 30, Inspirations made pre-tax profits of £2.5m on £118.4m turnover. The company carried 166,700 people during the period. In the year to October 31 1992, pre-tax profits were £749,000 on turnover of £49.7m.

The company sells holidays under the Inspirations and Style brands. It also has a retail arm with five travel agency outlets. Under an agreement reached last May, AT Mays, the UK's fourth largest travel retail chain, manages the chains under its name. Inspirations has undertaken to acquire or start up a minimum of 50 retail outlets by the end of next year, which will also be managed by AT Mays.

Inspirations also has an airline seat broking business, operating under the name of Goldcrest, but does not have any aircraft of its own.

Placing values Nelson Hurst at £63.3m

By Paul Taylor

Shares in Nelson Hurst, the insurance broker which is coming to market via a placing and intermediaries offer, were priced yesterday at 140p valuing the group, which specialises in professional indemnity in east Asia and Latin America, at £63.3m.

Nelson Hurst was the subject of a management buy-out from Citicorp, its former owner, in May 1991 and the flotation is designed to give the group, which is raising £30.6m through the issue, greater financial flexibility.

Of the £52.2m on offer, 17.9m are being placed firm with institutional investors by Charterhouse Bank, which has underwritten the issue. A further 7.37m shares have been placed subject to clawback to meet retail demand through intermediaries.

The group is forecasting operating profits of not less than £7.2m and pre-tax profits of not less than £5.19m for the year to December 31.

On the basis of a notional tax rate of 33 per cent, pro-forma forecast earnings per share for the current year are 10p, and the p/e at the issue price is 14.

● COMMENT

Based on forecast earnings Nelson Hurst's offer price represents a modest discount to the market and other recent issues. This reflects concern over possible market indigestion rather than any uncertainty about the group's profit potential. Nelson Hurst is an international player with strengths in specialist product areas.

This notice is issued in compliance with the requirements of the International Stock Exchange of the United Kingdom and the Republic of Ireland Limited (the "London Stock Exchange") and appears as a matter of record only. It does not constitute an invitation or offer to subscribe or purchase any securities. Application has been made to the London Stock Exchange for the whole of the ordinary share capital of Nelson Hurst PLC, issued and now being issued, to be admitted to the Official List.

It is expected that admission to the Official List will become effective and that dealings will commence on Thursday 16th December, 1993.



NELSON HURST PLC

(Incorporated and registered in England and Wales, with registered no. 2537136)

Nelson Hurst PLC is an international, London-based insurance broker, active in retail, wholesale and reinsurance markets with a wide geographical, customer and product spread.

PLACING and INTERMEDIARIES OFFER

by
CHARTERHOUSE BANK LIMITED

or

25,228,686 Ordinary Shares of 10p each at 140p per share

payable in full on application of which 17,857,142 Ordinary Shares are being placed firm and 7,371,544 Ordinary Shares are being placed subject to clawback for the purpose of meeting valid applications by intermediaries and eligible employees

SHARE CAPITAL

Authorised		Issued and now being issued fully paid	
Number	Amount	Number	Amount
65,000,000	£5,500,000	45,200,000	£4,520,000
		Ordinary Shares of 10p each	

Copies of the listing particulars relating to Nelson Hurst PLC may be obtained during normal business hours up to and including 22nd December, 1993 from:

Charterhouse Bank Limited
1 Paternoster Row
St Paul's
London
EC4M 7DH

Nelson Hurst PLC
1 Seething Lane
London
EC3N 4NH

Smith New Court Corporate Finance Limited
Smith New Court House
20 Farringdon Road
London EC1M 3NH

and during normal business hours on 8th and 9th December, 1993 for collection only from the Company Announcements Office, London Stock Exchange, London Stock Exchange Tower, Capel Court Entrance, Off Bartholomew Lane, London EC2.

The Intermediaries Offer referred to above will close at 10.00 a.m. on Friday 10th December, 1993. Intermediaries, who must be members of the London Stock Exchange, may obtain application forms from Smith New Court Corporate Finance Limited at the above address.

Members of the public or institutions who wish to apply for Ordinary Shares in the Intermediaries Offer must do so through intermediaries.

8th December, 1993



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HUTA LUCCHINI-WARSZAWA
steel manufacturing

129,273 Shares
PLZ 64,636,500,000
Joint Venture Agreement

capital
involvement by:
POLISH DEVELOPMENT BANK

PILKINGTON SANDOGLASS
a joint venture company

ECU 16,000,000
Project Financing

arranged by:
POLISH DEVELOPMENT BANK

STOCZNIA SZCZECIŃSKA S.A.
Szczecin Shipyard

PLZ 1,781,000,000,000
Financial Restructuring

provided by:
POLISH DEVELOPMENT BANK

THOMSON POLKOLOR
a joint venture company

USD 20,000,000
Project Financing

arranged by:
POLISH DEVELOPMENT BANK

PLZ 5,037,735,000
Management Buy-Out

or
ENERGOAPARATURA S.A.

provided by:
POLISH DEVELOPMENT BANK

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COMPANY NEWS: UK

Invasion of low-priced brands hits share of take-home market
Taunton Cider rises to £11m

By Philip Rawstone

Taunton Cider, reporting an adjusted 11 per cent increase in first half profits to £11m, said yesterday that the take-home cider market had been invaded by an unprecedented number of low-priced brands.

Volume sales of economy products - which were undercutting private label brands - surged 62 per cent in the six months to end-September to account for most of the market growth.

Private label volumes had declined 13 per cent under intense competition from the economy brands supplied by Belgian producers and smaller UK cider makers, said Mr Peter Adams, Taunton's chief executive.

Though Taunton's premium packaged brands, such as Diamond White, Red Rock and Brody, almost matched sector growth of 8 per cent, the reduction in its private label sales left overall volumes slightly lower.

Mr Adams said that the company intended to protect its brands and strengthen its position in the market. Brand promotion would be increased and, in partnership with retail customers, reductions were planned in private label prices. "We believe we can maintain



Peter Adams: private label volumes had declined 13 per cent

margins by cutting costs," Mr Adams said.

Taunton's pre-tax profits grew to £11m, against a reported £8m or an adjusted £9.5m after taking out borrowings of £1.9m which were repaid after flotation in July last year.

Earnings per share, also adjusted for the effect of flotation, grew 13 per cent to 6.9p (8.1p) - last year's actual earnings were 6.3p. The interim dividend is raised 10 per cent to 2.65p (2.4p).

Operating profit was 6 per cent ahead at £10.8m on marginally higher turnover of £65.1m (£65m).

Increased distribution in the pub trade lifted sales of Dry Blackthorn and Autumn Gold, the mainstream draught brands. Draught volumes rose 6 per cent, well ahead of the sector's overall 2 per cent growth, and gained market share. Packaged cider sales through pubs, however, were 1 per cent lower.

Recently launched products,

including Frés, a light cider, and Drum Perry, showed "encouraging early signs," said Mr Adams.

Discussions had begun with potential partners on developing overseas opportunities and on adding premium beers to the company's drinks portfolio, he added.

Capital spending on extending packaging facilities and technological improvements amounted to £4.4m in the first half. The full year's programme, aimed at reducing costs, is expected to total £10m.

COMMENT

Taunton has met some concerns by regaining share in the mainstream draught cider market only to find a more serious problem developing in the take-home sector. The growth of tertiary brands may prove more difficult to combat - and scepticism about Taunton's ability to do so without further loss of volume or damage to its margins is reflected in the downgrading of full year profit forecasts from £22m to £20.7m. However, the cider market remains buoyant, though growth is slowing to about 6 per cent; second half sales are ahead; and a prospective p/e of 13 gives few hostages to fortune.

Ex-Star TV chief may bid for ITV company

By Raymond Snoddy

Mr Julian Mounter, former chief executive of Star TV, the Asian satellite venture, is involved in a consortium looking seriously at acquiring an ITV company.

It is believed that Mr Mounter, a former Thames Television executive who went on to make a success of running Television New Zealand, is providing the television expertise for a weighty consortium.

The members of the consortium have not yet become public, but it is believed that they include a substantial UK company which would like to enter the television market and a company from the European Union.

All the signs are that for the right deal the consortium has already lined up the finances to buy any of the free-standing ITV companies.

Mr Mounter, who is at the moment in Hong Kong, declined to comment yesterday other than to emphasise that the UK television market was just one of the prospects he was looking at.

It is thought unlikely that the consortium plans an early intervention in either of the two takeover deals already under way - Carlton Communications' agreed bid for Central Independent Television or Granada's contested bid for London Weekend Television.

The available targets to such an outside consortium, probably after January 1 when the barriers to takeovers of ITV companies become lower, would include Yorkshire-Tykes Tees, Anglia Television and ITV.

An international outside investor might take the view that the present government proposals to allow one ITV company to hold two franchises, however large (apart from London), are only the first stage in the liberalisation of commercial television. The rules will be debated in the House of Commons today and in the House of Lords next Monday.

Under such an argument it would make sense to acquire an ITV company quite soon, even a middle ranking one, and hope that further expansion is possible at a later date. The consortium being advised by Mr Mounter, who left Star soon after Mr Rupert Murdoch's News Corporation bought a controlling interest, is also looking at the possibility of bidding for a Channel 5 licence.

Trimmed Charter remains on acquisition trail

By Andrew Bolger

Charter, the industrial group, is still planning to make a substantial acquisition but believes most quoted UK companies are currently looking overvalued.

Mr Jeff Herbert, chief executive, said the group would be more likely to buy a division from a multinational or look to parts of the world where companies were on a lower rating. He wants to add an extra leg to Charter's current portfolio, which supplies equipment to the mining and rail industries, and building products, including quarrying.

Charter is on the acquisition trail after unwinding its links with Anglo American Corporation, the South African mining group. Charter sold its 38 per cent stake in Johnson Matthey, the world's biggest platinum marketing group, for \$342m in February. It then used part of the proceeds to buy out a 36 per cent stake in Charter held by Minorco, Anglo American's Luxembourg-based investment company.

Charter has net cash of £147m, and will receive another £42m in 1994, but Mr Herbert said the money was not burning a hole in his pocket. "We intend to follow the advice of our top shareholders, who have told us 'be thorough, be patient, but get it right'."

Charter's pre-tax profits fell from \$37.9m to \$31.3m in the six months to September 30, reflecting the Johnson Matthey disposal. However, operating profits of continuing operations rose by 5 per cent to \$19.5m on turnover of \$288.4m (\$285.2m).

Mr Herbert said: "There have been some signs of recovery in our markets, but conditions for our coal and materials businesses remain difficult. Taken as a whole, we expect continued modest improvement from our operating businesses."

Earnings per share fell to 19.8p (23.2p), but the interim dividend is held at 7p.

Charter said it had discovered historic misreporting of contracts in its Cape insulation business in France, which had led to a write-off of £3.5m to reserves and the dismissal of the managers involved. An independent review of contracts throughout Cape had shown it was an isolated incident.

COMMENT

Profits were a little higher than expected because of an exceptional gain of £2.8m on the disposal of a limestone quarry, but Charter's shares dropped from 731p to 719p as analysts pondered indications that both Randol rail business and Andersen mining equipment had an unusually strong first half. The performance of the continuing businesses is respectable, given market conditions, but interest in Charter focuses on its expansion plans. The shares are on a 20 per cent premium to the market, reflecting the uplift in earnings which should follow the investment of cash, and the earnings enhancement caused by the buy-back of Minorco's shares. How the shares perform from here will depend on the execution of the group's long-pondered acquisition plans.

Records broken in City's busiest month

By John Gapper, Banking Editor

A series of trading records were broken in the City last month amid exceptional conditions in equity and gilt markets. The £110.5bn turnover of UK and overseas stocks made it the busiest month ever for equity trading in London.

Equity trading broke the previous record of £109.3bn set in August. A total of £52.6bn was traded in UK equities, the

busiest month since July 1987, and it was the second busiest month for overseas equities, with turnover of £57.9bn.

Figures from the Stock Exchange showed that November was also a record month for new issues, with 42 companies joining the market, raising a total of £1.8bn.

This brings the year's total to 158 companies, raising £5.1bn. There were no new gilt issues during November, but turnover remained strong.

The month's turnover was £143.6bn, bringing the year's total to a record £1,436bn.

Twelve of the new companies were Lloyds investment trusts, which raised £758.9m, with an average market capitalisation of £82.9m. A total of 17 companies were capitalised at £50m or less, raising £388.5m between them.

Seven companies were capitalised at over £100m. The largest was Elin Corporation, capitalised at £282.3m, which came via the Unlisted Securities Market.

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Stagecoach gathers pace with 47% rise to £8.8m

By Charles Batchelor, Transport Correspondent

Stagecoach, the acquisitive bus company that came to market last April, yesterday announced a 47 per cent rise in pre-tax profits to £8.8m in the six months to October 16.

Turnover rose from £68.7m to £90.7m, excluding discontinued operations. However, the latest figure included the contribution of several acquisitions as well as new business generated by introducing modern coaches - shortly to be equipped with lap seat-belts - on some medium-distance routes.

Mr Brian Souter, chairman, said Stagecoach was interested in the prospect of acquiring one or more of the London bus companies when they were privatised and believed the company could make acquisitions without calling on shareholders for additional capital.

Stagecoach, which has 6 per cent of the UK bus market, believed that more modern buses and better services could reverse the decline in bus travel. Some cities in the south-east were introducing transport policies favouring buses, which had boosted demand.

The company was also a potential bidder for British Rail franchises though it did not expect the shape of the future rail market to become much clearer before the spring. It would be the end of 1994 before it took a final decision on whether to bid, said Mr Brian Cox, a director.

Earnings per share for the opening half rose to 4.4p (3.3p).

The company is paying a 1.5p interim dividend and forecast a final of 2.5p.

Operating profit, excluding new acquisitions, rose 13 per cent to £10.5m reflecting increases in efficiency. It invested £22m in 256 new buses. Interest charges on new buses are far lower than the cost of maintaining old buses which can run to £5,000 to £6,000 a year. When the company's five-year replacement programme is completed the average age of the fleet will have fallen from 10 years to six years.

The group's gearing is currently standing at nearly 140 per cent because of its recent acquisitions. However, it took comfort from the fact that its interest cover was five times earnings, Mr Derek Scott, finance director, said.

COMMERCIAL PROPERTY

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French Public Offering of 37,507,489 shares

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Global coordinator: Banque Nationale de Paris

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COMPANY NEWS: UK

London Industrial raises £14m in placing

By David Blackwell

London Industrial, a property company specialising in small working units, yesterday raised £14m through a share placing with institutions.

Mr Harry Platt, managing director, described the company as "a provider of starter homes for small businesses."

The placing through Smith New Court of 5.6m ordinary shares at 25p each, values the company at £29.3m. Of this £14m are new shares, with the remainder from existing shareholders. Pro forma net tangible assets after the placing are £28.5m, equivalent to net asset value per share of 31.5p.

The money raised will be used to finance the purchase of four estates, including one in Stevenage, the first outside the M25, for a total of £5.5m. The remainder will be used on capital expenditure and further expansion.

While gearing will fall from 187 per cent at the end of September to 80 per cent after the placing, the company plans long term gearing of about 100 per cent.

The company was established in 1985 when 12 institutions subscribed £16.7m to acquire 18 estates from the Greater London Council's industrial property portfolio. It has since expanded through acquisitions, joint ventures and extensions.

Before the latest acquisition, which will be concluded shortly, the portfolio comprised 27 estates with 800 units and 700 tenants. The average unit is 1,000 sq ft, with an average rent of \$5.71 per sq ft.

Mr Platt said the occupancy rate of the original 18 estates had been 72 per cent when the

company started, and had risen to 95 per cent before the recession. He believed the bottom of the market had been reached in the summer of 1991, when the rate fell to 75 per cent. The company total for its 27 estates is now 77 per cent.

He was confident that the company, which has overhead staffing of 17 people, could almost double the amount of property managed without increasing overheads.

The group made pre-tax profits of £365,000 on rental income of £2.53m in the six months to September 30. In the last full year pre-tax profits were £1.03m on rental income of £4.76m. The board intends to recommend a final dividend of 5p for the year to end March, giving a total of 7p.

Deals in the shares are expected to begin next Wednesday.

There were problems at the Royal Grafton bone china operation but the company said the situation had improved since August.

Turnover for this USM company was £11.6m (£9.93m) with exports increasing from 45 per cent to a little more than half of the total. Trading profit was ahead at £214,000 (£806,000), but interest charges were lower at £113,000 (£227,000).

Earnings per share came out at 1.42p (1.25p) and an interim dividend of 1.6p (1.59p) is declared.

Wace Group, the pre-press and specialist printing concern, has agreed with de Zoete & Bevan the placing of 3.85m new 20p shares at 170p each, to raise \$5.27m before costs.

The directors said the proceeds will be used for the early termination of a number of operating leases on printing equipment to fund the surrender of an empty leasehold property in New York at a cost of £800,000, and to pay for the group's final earnings obligations, which are estimated at £1.6m and due

£501,000, against £379,000. They added that the primary objective during 1994 and 1995 was the continued reduction of borrowings through strong operational cash flow.

Evans of Leeds advances to £4m

Evans of Leeds, the property investment company, raised pre-tax profits by 10 per cent from £3.67m to £4.04m in the six months to September 30.

The company said the result was satisfactory as the market was still difficult, with rental levels rising only slowly and tenants remaining cautious about taking on new commitments.

Total revenue advanced from £10.4m to £12.1m. Earnings per share came to 4.72p (4.29p) and an increased interim dividend of 1.58p (1.49p) is declared. A 140-1 scrip issue is also proposed.

Northumbrian Foods achieves turnaround

Northumbrian Fine Foods, the USM-quoted food manufacturer, achieved a turnaround from pre-tax losses of £1.06m to profits of £104,000 in the

half year ended September 30. The company said the benefits of reorganisation were being seen but continued sales growth and stringent cost controls would be needed in the second half to counter the effects of the price war between the retail multiples and intense competition between manufacturers.

Turnover amounted to \$8.1m against \$11.1m which included \$4.11m from discontinued activities. Earnings per share came through at 0.29p (2.9p losses) and again there is no dividend.

Holmes & Marchant recovers to £1.25m

Holmes & Marchant Group, the marketing services company, reported pre-tax profits of £1.25m for the year to September 30, against losses of £4.76m. The improvement was accounted for by the comparative figure being restated for FR 3.

Lower exceptional costs of £294,000 (£3.03m) and a lower charge for discontinued activities of £10,000 (£2.96m) were the main factors behind the improvement. Net interest payable fell to £286,000 (£1.06m).

Turnover fell to £32.3m (£33.6m) but operating profit

rose to £2.33m (£2.3m). Earnings per share came out at 4.1p (losses 18.9p).

On prospects the company said there was little evidence that recessionary pressures were easing.

Creighton's boosted by acquisitions

Creighton's, the USM-traded creator of natural health and beauty products, achieved an increase in profits from \$617,000 to \$519,000 pre-tax for the half year ended September 30.

The near-33 per cent improvement reflected first time contributions from acquisitions made earlier in the year. Associate undertakings contributed £159,000 (nil). Turnover totalled £4.85m (£4.5m).

Earnings emerged at 11.6p (9.1p) and the interim dividend is lifted to 2.2p (2.1p). Creighton's shares closed 10p higher at 212p.

Creston deficit cut to £642,000

In a year of "considerable change" Creston, the construction components group,

looked forward with confidence to the remainder of the year. He described the 17 per cent pre-tax profit rise to £24.2m as "particularly gratifying" at a time when many markets were in recession. International sales of \$227.6m represented 92 per cent of turnover and international profits were 90 per cent of the total.

positional. Operating profits on continuing operations were £469,000 (£33,000 losses), on sales of £22m (£21.8m).

Net earnings per share came to 2.17p (1.64p losses), but in the light of the further improvement required, the interim dividend is again omitted.

Exceptional costs put Atkins in red

Exceptional costs left Atkins Group, the Leicester-based textile company, in the red for the six months to October 2.

On turnover 15 per cent up at £3.81m (£7.99m) pre-tax losses were £36,000 (£16,000 profit). Losses per share were 2.1p (8.8p earnings) but the interim dividend is raised to 3.85p (8.8p).

The sales improvement noted at the annual meeting continued and operating profits advanced 33 per cent to £138,000 (£104,000).

However, the £281,000 cost of ending fabric dyeing, which was less than estimated, less £112,000 surplus on sale of plant resulted in an exceptional charge of £169,000, against profits last time of £48,000.

Eurocopy rises 54% to £2.62m

Despite a 19 per cent fall in turnover, pre-tax profits at Eurocopy, the office equipment distributor, improved by 54 per cent from £1.71m to £2.62m in the year to end-September.

Mr Cyril Gay, chairman, said the drop in turnover - from £24.2m to £27.6m - resulted from lower machine sales and service revenue, coupled with the absence in the second half of furniture sales after the April disposal of the furniture division.

However, losses in the sales divisions were reduced substantially through a combination of better margins and lower costs, he added.

Earnings per share came out at 3.5p (2.32p) and an improved final dividend of 1.2p (0.5p) raised the total for the year to 1.7p (1.6p).

Improved trading for John Tams

Improved trading conditions, particularly in the earthenware sector, enabled John Tams Group to report pre-tax profits for the six months to the end of September ahead by 32 per cent at

£201,000, against £379,000. They added that the primary objective during 1994 and 1995 was the continued reduction of borrowings through strong operational cash flow.

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Total revenue advanced from £10.4m to £12.1m. Earnings per share came to 4.72p (4.29p) and an increased interim dividend of 1.58p (1.49p) is declared. A 140-1 scrip issue is also proposed.

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half year ended September 30. The company said the benefits of reorganisation were being seen but continued sales growth and stringent cost controls would be needed in the second half to counter the effects of the price war between the retail multiples and intense competition between manufacturers.

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Julian Hodge Bank hits £8.13m

By Roland Adburgham, Wales and West Correspondent

Profits of Julian Hodge Bank, the family-owned Cardiff bank, rose from £5.32m to a record £8.13m pre-tax in the year to October 31.

The figure included a surplus on investment sales of £3.38m (£1.3m).

The bank, which specialises in commercial and industrial lending, is chaired by Mr Julian Hodge, son of Welsh financier Sir Julian Hodge who founded the bank seven years ago.

Mr Hodge said the bank had increased its deposit base by a quarter to £24.7m despite a period of low interest rates. Shareholders' funds had more than doubled since 1988 to stand at £48.4m.

"The current economic outlook is the most promising for a number of years," he said.



Siebe reveals improvement in North and South America

Allen Yurko, managing director and chief operating officer of Siebe (left) with Barrie Stephens, chairman and chief executive, after reporting interim results for the half year to September 30. As in the final quarter last year the group continued to show an improvement, particularly in North and South America and to a

more limited extent in the UK. Continental European and Japanese markets have yet to show significant signs of recovery. The group's second half order book is ahead of the level at the beginning of the year, which Mr Stephens describes as encouraging. He said that with a strong balance sheet and cash flow the group

looked forward with confidence to the remainder of the year. He described the 17 per cent pre-tax profit rise to £24.2m as "particularly gratifying" at a time when many markets were in recession. International sales of \$227.6m represented 92 per cent of turnover and international profits were 90 per cent of the total.

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Turnover amounted to \$8.1m against \$11.1m which included \$4.11m from discontinued activities. Earnings per share came through at 0.29p (2.9p losses) and again there is no dividend.

Holmes & Marchant recovers to £1.25m

Holmes & Marchant Group, the marketing services company, reported pre-tax profits of £1.25m for the year to September 30, against losses of £4.76m. The improvement was accounted for by the comparative figure being restated for FR 3.

Lower exceptional costs of £294,000 (£3.03m) and a lower charge for discontinued activities of £10,000 (£2.96m) were the main factors behind the improvement. Net interest payable fell to £286,000 (£1.06m).

Turnover fell to £32.3m (£33.6m) but operating profit

rose to £2.33m (£2.3m). Earnings per share came out at 4.1p (losses 18.9p).

On prospects the company said there was little evidence that recessionary pressures were easing.

Creighton's boosted by acquisitions

Creighton's, the USM-traded creator of natural health and beauty products, achieved an increase in profits from \$617,000 to \$519,000 pre-tax for the half year ended September 30.

The near-33 per cent improvement reflected first time contributions from acquisitions made earlier in the year. Associate undertakings contributed £159,000 (nil). Turnover totalled £4.85m (£4.5m).

Earnings emerged at 11.6p (9.1p) and the interim dividend is lifted to 2.2p (2.1p). Creighton's shares closed 10p higher at 212p.

Creston deficit cut to £642,000

In a year of "considerable change" Creston, the construction components group,

looked forward with confidence to the remainder of the year. He described the 17 per cent pre-tax profit rise to £24.2m as "particularly gratifying" at a time when many markets were in recession. International sales of \$227.6m represented 92 per cent of turnover and international profits were 90 per cent of the total.

positional. Operating profits on continuing operations were £469,000 (£33,000 losses), on sales of £22m (£21.8m).

Net earnings per share came to 2.17p (1.64p losses), but in the light of the further improvement required, the interim dividend is again omitted.

Exceptional costs put Atkins in red

Exceptional costs left Atkins Group, the Leicester-based textile company, in the red for the six months to October 2.

On turnover 15 per cent up at £3.81m (£7.99m) pre-tax losses were £36,000 (£16,000 profit). Losses per share were 2.1p (8.8p earnings) but the interim dividend is raised to 3.85p (8.8p).

The sales improvement noted at the annual meeting continued and operating profits advanced 33 per cent to £138,000 (£104,000).

However, the £281,000 cost of ending fabric dyeing, which was less than estimated, less £112,000 surplus on sale of plant resulted in an exceptional charge of £169,000, against profits last time of £48,000.

Improved trading for John Tams

Improved trading conditions, particularly in the earthenware sector, enabled John Tams Group to report pre-tax profits for the six months to the end of September ahead by 32 per cent at

£201,000, against £379,000. They added that the primary objective during 1994 and 1995 was the continued reduction of borrowings through strong operational cash flow.

Evans of Leeds advances to £4m

Evans of Leeds, the property investment company, raised pre-tax profits by 10 per cent from £3.67m to £4.04m in the six months to September 30.

The company said the result was satisfactory as the market was still difficult, with rental levels rising only slowly and tenants remaining cautious about taking on new commitments.

Total revenue advanced from £10.4m to £12.1m. Earnings per share came to 4.72p (4.29p) and an increased interim dividend of 1.58p (1.49p) is declared. A 140-1 scrip issue is also proposed.

Northumbrian Foods achieves turnaround

Northumbrian Fine Foods, the USM-quoted food manufacturer, achieved a turnaround from pre-tax losses of £1.06m to profits of £104,000 in the

half year ended September 30. The company said the benefits of reorganisation were being seen but continued sales growth and stringent cost controls would be needed in the second half to counter the effects of the price war between the retail multiples and intense competition between manufacturers.

Turnover amounted to \$8.1m against \$11.1m which included \$4.11m from discontinued activities. Earnings per share came through at 0.29p (2.9p losses) and again there is no dividend.

Livestock prices and sterling devaluation blamed for turnaround Sims Food £1.3m in the red

By Peggy Hollinger

High livestock prices together with the devaluation of sterling pushed Sims Food Group, the meat processor and supplier, £1.3m into the red at the pre-tax level during the six months to September 30.

That compared with previous profits of £2.5m.

Sales were 3.2 per cent higher at £148.9m, including £2.2m from acquisitions. Sims, which has seen its shares fall from 182p in June to last night's 102p, cut its

dividend by a third to 3p. Mr John Stone, chairman, said the group's dire trading had proved "all too accurate".

Livestock prices had increased by between 18 and 30 per cent during the first half. While Sims was only able to raise its prices to retail customers by between 12 and 14 per cent.

However, Mr David Brady, finance director, said the situation had improved substantially since September. A

restructuring, for which £6.6m had been provided last year, had been completed, resulting in a significant reduction in costs and capital employed in the business.

Sims also intended shortly to sell its stake in TS&W, a meat importing business, to management for a cash payment of about £4m.

The retail division, which had incurred substantial losses in the first six months, had returned to profitability in the second half due to the restructuring.

The strongest performance came from the manufacturing division, which increased organic sales by 21 per cent. Mr Brady said the acquisition of Oakland Past Foods in July had exceeded expectations and Sims intended to focus its investment in this division in the future.

Losses per share of 3p compared with previous earnings of 5.5p.

The group reported net debt of £21m, leaving borrowings representing roughly 70 per cent of shareholders' funds.

BSS advances 24% to £5.06m

By David Blackwell

BSS Group, the heating, plumbing and process control supplier, lifted pre-tax profits by 24 per cent to £5.06m for the six months to end-September, despite the continuing recession in construction.

Turnover rose from £112.5m to £123.3m. Industrial and commercial sales rose from £74.9m to £78.5m. Mr Alan Milne, finance director, said the group had increased its market share while the overall market had fallen. Operating profit in the division rose from £5.38m to £6.88m.

Sales in the domestic division, now the UK's second biggest distributor to the heating market, increased from £37.6m to £44.8m, reflecting in part the acquisition of Cadel last year. But the division fell into the red to the tune of £567,000, compared with a profit of £172,000.

In July BSS put Cadel and two other recent acquisitions together to create Zenith Plumbpoint. Mr Milne said there were signs of a small upturn in the domestic division's depressed market.

Overall, Mr Milne said the group had seen the bottom of its market, and profits would rise. It would continue to increase market share, improve margins and improve its domestic business.

Interest payable fell from £776,000 to £515,000.

Earnings per share increased from 11.4p to 12.3p, reflecting the increased number of shares in issue after last year's rights. The interim dividend is maintained at 5.75p.

Higher overseas sales help Tunstall rise to £6.47m

By Tim Burt

Improved overseas sales and continued reorganisation helped Tunstall Group, the manufacturer of communications and security systems, increase pre-tax profits from £2.6m to £6.47m in the year to September 30.

The pre-tax figure for 1992 has been recalculated from £5.29m to comply with the FRS 3 accounting standard.

The main impact of FRS 3 was to restate the 1992 figures to take account of a £4.1m loss on discontinued operations and a £1.85m exceptional profit.

Turnover on continuing operations improved from £36.2m to £44.8m, with income from overseas operations up 37 per cent to £10.5m (£7.65m).

Mr Michael Dawson, chairman, said that the performance of Tunstall International, the

division handling overseas sales, had "become increasingly important in the development of our business". The group's policy of dividing its operations between eight trading companies enabled it to cut costs and exploit new market opportunities, he added.

Stringent financial controls also bolstered Tunstall's bank balances, up to £8.4m (£2.1m) in spite of substantial capital expenditure.

During the year, the group spent £1.6m on new product development, £2.8m on upgrading its Yorkshire assembly plant and £500,000 on the acquisition of Ees, the Spanish security company.

Further expenditure is also planned on Mion Electronics, a new subsidiary set up last month to take over the design and manufacturing business of Tunstall Electronics.

The group's positive performance, however, was hampered by a sharp decline at Tunstall ComSystem, its German subsidiary. Pre-tax profits fell from £272,000 to £58,000 as recession hit trading.

In a move to improve liquidity among such subsidiaries, the group announced a 1-for-1 scrip issue of new ordinary shares at 5p.

The final dividend is raised to 4.5p (3.75p), making 7p. Earnings per share rose from 21.9p to 26.5p.

Separately, Tunstall said yesterday it was seeking substantial damages over the 1988 acquisition of Tann-Synchronome from Anchor Line.

Mr Dawson said the group spent £265,000 last year on legal costs. The case, alleging faults in Tann-Synchronome's fire security products, is due to be heard in June 1994.

Sturge falls to £1.21m after Lloyd's dispute provisions

By Paul Taylor

An operating loss on insurance activities and a £2.5m provision to cover the potential costs of resolving Lloyd's disputes cut pre-tax profits at Sturge Holdings from £7.76m to £1.21m in the year to September 30.

A sharp decline in insurance fee income and profit commission was offset by a rise in other fees and commissions, and by substantially higher income at Wise Speke, the stockbroking subsidiary, leaving overall turnover flat at £33.4m (£33.2m).

Fee income fell by 32 per cent to £9.88m reflecting a reduction in the amount of insurance capacity managed by Sturge coupled with lower

fee scales. Similarly profit commission (paid by syndicates to the agency) dropped by 29 per cent to £4.18m.

These declines were partly offset by an increase in other fees and commissions to £4.66m (£3.03m) but overall the insurance agencies incurred a £3.44m operating loss on turnover of £18.6m, compared with a £1.07m profit on turnover of £23.5m the previous year.

In contrast Wise Speke reported record operating profits of £2.1m (£100,000) with fees and commissions jumping by 54 per cent to £14.8m (£9.64m).

Overall, the group reported a £1.32m operating loss compared with a £4.14m operating profit the previous year. Net interest and other income of

£2.53m (£2.61m) helped the group edge back into profits at the pre-tax level.

Earnings per share of 1.5p compared with 9.4p a year earlier. The final dividend is cut to 2p (5.5p) making a total for the year of 3p (8.25p).

Mr David Colaridge, chairman, noted that the results represented "a significant fall," but pointed out that the profit was struck after making the further provision to cover Sturge's contribution to the Lloyd's offer to Names.

Commenting on the outlook Mr Colaridge said: "Whilst the profit outlook for the group in the near future remains difficult, the prospects for Wise Speke are good and the prospects for the insurance agencies are more favourable."

Wellman incurs loss of £527,000

Wellman, the specialist engineer, swung from profits of £321,000 to losses of £527,000 pre-tax for the six months to the end of September.

The deficit took account of an exceptional provision of £253,000, being directors' compensation for loss of office.

A 26 per cent decline in turnover to £9.87m resulted from the timing of contract deliveries at the furnace and process engineering companies.

The directors said second half sales would be higher as large contracts fell due for delivery. Margins, however, would be lower. The order book at £17.5m was £6.5m higher than a year earlier.

Losses per share emerged at 1.8p, compared with earnings of 0.5p. As an indication of confidence in future profitability the interim dividend is held at 0.3p.

NEWS DIGEST

Morris Ashby rises to £839,000

On turnover up 42 per cent from £8.33m to £11.6m in the six months to September 30, Morris Ashby, the USM-quoted diecasting and machining group, reported pre-tax profits of £839,000, an increase of 31 per cent on the previous £639,000.

Mr Norman Gardner, chairman, said: "Overall, only one of our top 20 customers placed less business with us."

He added that the long term future looked healthy with a strong forward order book, but some customers were showing less confidence than had been expected.

Earnings per share were 6.3p (5.5p) and the interim dividend is raised to 2p (1.7p).

Baring Tribune debenture placing

Baring Tribune Investment Trust is placing a further £10m nominal of 9.125 per cent debenture stock 2022.

The stock will be placed on a yield basis, and will form a single series with the £15m of the stock currently outstanding.

Drew Scientific falls into £0.84m loss

As foreshadowed in October and reflecting reliability problems with a specific bought-in component, Drew Scientific Group, the analytical instrument designer and manufacturer, suffered pre-tax losses of £842,000 for the half year to September 30, compared with £151,000 profits

The loss includes £248,000 attributable to continuing research and development expenditure and £94,000 associated with relocation of activities and rectification of instruments.

Turnover dropped from £1.75m to £1.62m. Losses per share were 3.44p and there is again no dividend.

All-round upturn at Martin Shelton

An upturn in business across the product range enabled Martin Shelton, the USM-quoted diaries, calendars, gifts and betting office equipment supplier, to swing from losses of £144,000 to profits of £90,000 pre-tax for the half year ended September 30.

The shares responded via a 12p rise to 80p.

Sales improved from £1.68m to £2.1m. Earnings worked through at 1.18p (losses 1.88p) and the interim dividend is lifted to 1.25p (0.75p).

AG Holdings beats forecast with £2.91m

In its first results since coming to the market in June, AG Holdings, which makes rope and cable reels, beat its prospectus forecast of £2.7m with a pre-tax profit of £2.91m for the 12 months to July 31.

Turnover of £15.6m compared with £10.7m at March 31. Earnings per share came out at 11.4p and there is a forecast dividend of 2p as forecast in the listing.

Border TV improves to £802,000

Border TV, the USM-quoted ITV licensee for the Border region, lifted pre-tax profits

from £519,000 to £802,000 for the six months to October 31. The shares closed 12p higher at 150p.

The result was on reduced turnover of £4.85m (£5.9m) but the company said that comparisons were not meaningful as it no longer sold airtime for Channel 4.

Earnings per share nearly doubled to 6.7p (3.4p) and the interim dividend is raised to 1.6p (1.3p).

Lister deficit cut to £268,000

Reduced pre-tax losses of £268,000 were announced by Lister for the six months to September 25. Losses last time for the textile products maker which also has interests in property, engineering and insurance broking, amounted to £1.62m.

Turnover rose from £16.5m to £17.6m with textiles accounting for £16.4m (£15.5m). Operating losses were £57,000 (£509,000) with only the insurance activities showing a profit.

Losses per share were cut to 1.85p (9.97p).

Cranswick declines to £745,000

Cranswick, the integrated supplier of grain, feed, livestock and meat products, reported a fall in profits from £968,000 to £745,000 pre-tax in the half year to September 25.

Mr Jim Bloom, chairman, said that assuming pig prices had stabilised, the board anticipated a more satisfactory result in the second half.

Turnover improved to £54.2m (£49.6m). The maintained interim dividend of 2.4p is payable from earnings of 3.5p (8p) per share.

Confidence on future as Eldridge Pope doubles

By Graham Deller

Shares of Eldridge Pope rose 9p to 134p yesterday after the USM-traded retailer, brewer and wine shipper announced near-doubled annual profits.

In an upbeat statement, Mr Christopher Pope, chairman, said: "A fundamental restructuring is now being achieved... there are now considerably brighter prospects for the company."

The full benefits of the trading alliance with Carlsberg-Tedley will be felt from the spring of next year, he said.

Although turnover dipped to £42.7m (£43.1m) in the 12

months to September 30 - reflecting the disposal of the beer wholesaling business to Carlsberg-Tedley in July - an 11 per cent upturn in operating profits, coupled with sharply reduced interest charges, left the pre-tax line 95 per cent higher at £1.76m (£901,000 restated for FRS 3).

The outcome took in a net surplus of £252,000 on the restructuring, comprising a profit on sale of goodwill of £4m less a series of write-offs and provisions.

The company is also writing down the balance sheet carrying value of its main site in

Dorchester by £2.6m, reducing total net assets to £57.6m, against £59.1m. Borrowings fell from £17m to £8.85m, leaving gearing at 15.4 per cent.

After a tax credit of £51,000 (£136,000), resulting from losses and reliefs in previous years - set to continue for another two years at least, Mr Pope said - earnings per share improved from 5p to 8.8p.

A proposed final dividend of 2.15p brings the total for the year to 3.55p (3.25p). Mr Pope reiterated that "restoring the dividend to its former level and beyond is a top priority".

Midlands Electricity plc

INTERIM RESULTS FOR HALF YEAR ENDED 30 SEPTEMBER 1993

Highlights

- * Pre-tax profits increased to £69.5m from £66.7m (restated) on turnover of £635.5m
- * Earnings per share increased to 30.1p (after 4% tariff reduction from April 1993)
- * Net dividend increased to 7.65p per share
- * 2.5% increase in electricity units distributed
- * Direct costs and overheads down
- * Strong cashflow
- * Rebate of £10 to quarterly billed customers

Chairman's Statement

Chairman Bryan Townsend said: "These are very good results, helped by continued improvements in efficiency and encouraging growth in demand for electricity in the West Midlands region. Standards of service to customers have again been improved whilst, at the same time, we have achieved further reductions in both direct and indirect costs. I am delighted to be able to announce a 10% rebate to quarterly billed customers' peak demand charges from 1 January 1994 which, together with the earlier reduction, is equivalent to more than a 7% price reduction for the full year for the average domestic customer."

Financial Review

Profits: The unaudited results for the half year ended 30 September 1993 are as shown. Lower tariffs to our franchise customers, together with the transfer of the retailing business to the E&S Retail unit, have reduced group turnover from £660.7m to £635.5m. Operating profit increased by 31% to £69.5m from £61.1m (after restating last year's supply business profits - see attached Notes). The growth in operating profit was mainly attributable to the strong increase in the supply business and to further cost reductions. The 1992/93 first half and full year figures were reduced by a £10m restructuring provision relating to the retailing business.

Income from investments and associates rose by £3.0m to £3.8m from £0.8m due to a profit contribution from Teesdale Power. There were no interest charges in the half year 1992/93 - £0.3m.

Profit before taxation of £69.5m represented a 34% increase on the previous half year profit of £51.7m. A profit analysis by business is shown below.

Cashflow: Cashflow remains strong. There was a net inflow of funds of £9.3m in the half year, after capital expenditure of £36.8m. Net funds in hand at 30 September 1993 amounted to £89.2m. Dividends reduced by £71.3m during the half year.

Interim Dividends: The Directors have declared an interim dividend of 7.65p (net) per ordinary share which will be paid on 25 March 1994 to shareholders on the Register of Members on 10 February 1994.

Trading Review

Electricity Business: The electricity business has benefited from an improvement in the West Midlands economy in the half year to 30 September 1993. The revival in demand has been led by the region's manufacturing sector following sterling's devaluation.

Growth in electricity sales has also been helped by colder weather and total units distributed rose by 2.5% against the same period last year. Industrial sales rose by 1.6%, reversing the deteriorating trend of the last two years. Commercial sales rose by 1.7% and domestic sales by 3.5%. Distribution business operating profit increased by 8% to £58.4m from £53.2m.

The supply business has since again produced an excellent result in the half year, achieving an operating profit of £11.1m compared with an operating profit in the first half of last year of £7.9m (restated) and an operating loss of £23.7m (see published). (See attached Notes for explanation of the change in supply business accounting policy.)

We are continuing to improve productivity in the regulated business. The cost control programme has included a further reduction in staff 280 in the first six months of the year, adding to the staff reduction of around 200 reported last year.

We are constantly striving to enhance the service we provide to our customers. We were delighted to be awarded recently a Charter Mark under the Government's Citizen's Charter Scheme.

Unregulated Businesses: Our retailing activities produced an operating loss of £0.5m (1992 - £1.0m) profit. E&S recorded an operating loss of £1.7m in the first half of this year, representing a significant improvement on last year's results. Our share of net loss is £0.5m.

The Electrical Contracting business increased profits to £0.7m from £0.5m, helped by a significant reduction in costs on a maintained level of turnover.

The Generation business made an operating loss of £1.5m (1992 - loss £14m) as a result of development costs incurred during the period. We continue to explore new projects on the basis of strict investment criteria. We are pleased with the progress of the existing operations, including Teesdale Power. Midlands Gas remained profitable during the first half of the year despite strong price competition.

Prospects: Further growth in demand for electricity is anticipated as the West Midlands benefits from the improvement in business activity. We shall continue our programme of cost reductions whilst seeking to improve and further the level of service to our customers. We remain actively engaged in detailed discussions with the regulator in the consultation period ahead of the distribution review. We remain confident about the outlook for profits in the second half of the year.

Following the appointment of Mike Hughes as Chief Executive on 1 May 1993, Bryan Townsend will continue working as Chairman on a part-time basis from 1 January 1994.

Interim Results for the Half Year Ended 30 September 1993

Year ended 31.03.93 (audited) 30.09.93 (unaudited) 30.09.92 (unaudited) as published

£m	£m	£m	£m
1536.9	1536.9	1536.9	1536.9
154.0	154.0	154.0	154.0
152	152	152	152
-0.5	-0.5	-0.5	-0.5
164.7	164.7	164.7	164.7
-1.6	-1.6	-1.6	-1.6
167.1	167.1	167.1	167.1
-50.0	-50.0	-50.0	-50.0
117.1	117.1	117.1	117.1
-0.2	-0.2	-0.2	-0.2
116.9	116.9	116.9	116.9
-1.9	-1.9	-1.9	-1.9
75.0	75.0	75.0	75.0
55.8p	55.8p	55.8p	55.8p
20.0p	20.0p	20.0p	20.0p

There are no recognised gains and losses for the half year other than the profit retained for the half year of £47.1m (1992 £34.1m - restated, £10.4m as published).

Copies of this announcement are available from the Company Secretary at the Company's registered office, Midland House, 100, Broad Street, Birmingham B1 2LP.

If you have any enquiries as a Midlands Electricity plc shareholder please call us on 021 423 5999

Group Balance Sheet

At 31.03.93 (audited)	At 30.09.93 (unaudited)	At 30.09.92 (unaudited)	At 31.03.92 (audited)
£m	£m	£m	£m
566.7	566.7	566.7	566.7
109.7	109.7	109.7	109.7
679.4	679.4	679.4	679.4
15.8	15.8	15.8	15.8
291.7	291.7	291.7	291.7
121.3	121.3	121.3	121.3
496.6	496.6	496.6	496.6
1104.3	1104.3	1104.3	1104.3
174.9	174.9	174.9	174.9
(254.5)	(254.5)	(254.5)	(254.5)
(430.9)	(430.9)	(430.9)	(430.9)
46.8	46.8	46.8	46.8
726.2	726.2	726.2	726.2
(54.3)	(54.3)	(54.3)	(54.3)
671.9	671.9	671.9	671.9
104.8	104.8	104.8	104.8
0.1	0.1	0.1	0.1
567.0	567.0	567.0	567.0
671.9	671.9	671.9	671.9

Group Cash Flow Statement

Year ended 31.03.93 (audited)	Year ended 30.09.93 (unaudited)	Year ended 30.09.92 (unaudited)
£m	£m	£m
221.5	221.5	221.5
8.0	8.0	8.0
(9.9)	(9.9)	(9.9)
(21.8)	(21.8)	(21.8)
(44.3)	(44.3)	(44.3)
(67.2)	(67.2)	(67.2)
12.9	12.9	12.9
1.5	1.5	1.5
(37.1)	(37.1)	(37.1)
(112.5)	(112.5)	(112.5)
38.4	38.4	38.4
0.2	0.2	0.2
0.2	0.2	0.2
38.6	38.6	38.6

Profit Analysis by Business

COMMODITIES AND AGRICULTURE

Aluminium leads further rise in metal markets

By Richard Mooney

London Metal Exchange base metals prices yesterday built on their recent rally, with aluminium, which had been lagging the field somewhat, taking its turn in the lead.

Having shrugged off news of a further 3,900-tonne rise in LME warehouse stocks to a fresh record of 2,395,450 tonnes, the three months delivery aluminium price managed to break down the technical resistance around \$1,090 a tonne at which its rise had stalled on Tuesday before moving on to a peak of \$1,116 a tonne. The advance was trimmed in late trading, however. The price closed at \$1,103.75 a tonne, still \$20.50 upon the day, and a further \$2.25 was surrendered in after hours dealings.

Dealers said the performance was particularly encouraging to the bulls as by holding above \$1,090 the market had indicated that further gains were possible, while removing the immediate threat of a significant downward reaction.

The three months aluminium price has now recovered by \$70 from the eight-year low reached at the beginning of November.

Other notable performances yesterday included three

months nickel's \$90 net rise to \$5,037.50 a tonne, though that was \$82.50 below the 4% month high reached early in the day.

Lead's recent surge also continued in the morning, with the three months delivery price touching a 1993 high of \$476 a tonne at one point. The

LME WAREHOUSE STOCKS (in thousands of tonnes)	
Aluminium	2,395,450
Aluminium alloy	140
Copper	1,285
Lead	238,075
Nickel	90
Zinc	178,504
Steel	45,000
Tin	15,103

price was trimmed back by the close to \$461.50 a tonne, up \$4.25 on the day, but that still extended its upward run over the past eight trading days to an impressive 10.7 per cent.

The zinc market was in an equally buoyant mood as traders looked forward to Friday's meeting of European producers to discuss proposals for co-ordinated output cuts.

An early breach of chart-based resistance around \$976 a tonne for three months metal primed the market for an assault on the psychological \$1,000-a-tonne barrier. That hurdle was cleared with some ease and the price sped on to \$1,010 a tonne. But the advance

quickly ran out of steam in that rarefied atmosphere and by the close the three months position was back to \$958.25 a tonne, up \$24.75 on the day.

Three months copper extended its five-day, \$44 upward run with an early jump to \$1,714 a tonne before running into expected stiff resistance. It recoiled to \$1,700.75 a tonne at the close and at the end of after hours trading was back to \$1,699.50 a tonne, up \$5.75 on the day.

There is a general round of euphoria in the base metals market, commented GNT, the London trade house, in its daily commodity report, "and a degree of 'call option' mentality."

It explained that a speculator believing that prices had already seen the bottom could buy a metal and place a stop-loss selling order below its recent low, creating what it described as "a synthetic call option - i.e. the risk is limited and the potential upwards huge."

"This mentality has been cultivated by the low 3.5 per cent US dollar based interest rates available at the moment," GNT said. "For example, to fund a nickel position with a stop below \$4,000 (a tonne) will accrue just \$500 in

costs in funding costs for a year, low for a market where historically prices have shot up to \$20,000 in the not so distant past."

Russia, blamed by western producers for the glut of aluminium on the world market, does not plan to cut its production if other producers do not lower their own output, deputy prime minister Alexander Shokhin declared yesterday, reports Reuters from Moscow. He also told a news conference that recent quotas imposed by the European Union on Russian aluminium exports had had no effect because producers were finding ways to avoid them.

"Russian exporters find other ways to go around these quotas," he said. "So far, our aluminium industry has not felt any negative consequences of the EU quotas."

A flood of Russian aluminium has undermined Western markets since the Soviet Union's collapse. Russia's non-CIS primary aluminium exports rose to 1.1 million tonnes in the January-October period from 735,000 in the corresponding period of 1992, official statistics show.

Mr Shokhin said there was no agreement at last week's talks in Washington, where

industry officials from Russia, the US, Canada, Australia, Norway and the EU discussed the worldwide over-supply of aluminium. The next round of multilateral talks is scheduled for January 19-19 in Brussels.

Mr Shokhin said Russia was against any sharp production cuts that would hurt its producers. "There are limits to a compromise," he said.

"We are not going to restrict output to the extent that our enterprises have to close down. We're ready to cut production, but we have our own criteria for such cuts. Russia is not going to cut output on its own."

He said further talks were needed with the EU and the US to find a solution to the problem.

"A lot will depend on whether the EC and the United States manage to agree between themselves first," he said.

Washington trade officials fear that increasing flows of Russian aluminium will flood the US market after the introduction of EU restrictions.

The EU curbs, announced early last week, extend for another three months the ban on imports of unwrought aluminium from the former Soviet Union.

Pakistani scientists in search for weather-proof cotton varieties

By Farhan Bokhari in Islamabad

Pakistani cotton scientists are exploring ways to develop new cotton varieties that will be tolerant of changing weather conditions, after this year's heavy crop damage.

The government estimates that up to 15 per cent of the expected 12m bales has been lost because of the recent attack of the leaf curl virus. But some scientists suspect that higher temperatures, especially during night time, may have exacerbated the drop in production.

Mr Waheed Sultan Khan, director of the government's cotton research institute in Islamabad, said yesterday:

"Cotton is a very sensitive crop. We have seen this year that night temperature was 3°C higher as compared to previous years. The night temperature has a great impact on cotton production. Such environmental changes required that new crop varieties be developed, Mr Khan said.

Concern over environmental degradation causing crop damage is the latest addition to a lengthening list of worries for the cotton industry. Some officials and experts still fear that the fall-out from the Gulf War is continuing to affect the atmosphere. However, few efforts have been made to establish a scientific link. Some experts also believe that higher temperatures have been

caused by large scale deforestation in recent years.

Meanwhile, many cotton farmers among the worst affected in villages outside Islamabad, were yesterday busy sowing other crops to recover some of their losses from cotton. Some have already ploughed their cotton fields without harvesting any crop, because the lint is contained would have earned them less money than they would have had to lay out in picking costs.

"I will never sow cotton again," said Chaudhary Rashid Ahmed, who farms land about 10km from the city. He has recently ploughed in what remained of his 21-acre crop following the virus attack.

Weak currency helps Australian miners

A combination of a weaker Australian dollar, lower company tax and a small rise in exports boosted profits for the Australian mining industry in 1992-93 (to June 30), according to an industry survey, reports Reuters from Canberra.

The Australian Mining Industry Council said net profits of the 120 companies that responded to its survey rose to \$2.31bn (\$1.05bn) in 1992-93 from \$1.75bn in 1991-92.

"But despite this the rate of return on shareholders' funds was well below the average for the past decade and the prospects for future growth are dulled by continuing depressed world mineral prices," Amic said. It noted that the industry's aggregate net profit was still below the \$2.55bn earned in 1990-91.

The survey showed that while the industry's operating revenue rose by 3 per cent, its operating profit before income tax rose by 7 per cent and net profit by 29 per cent, boosted by a 21 per cent fall in income tax.

The substantial fall in income tax reflected cuts in

Members to discuss coffee pact's future

Members of the executive board of the International Coffee Organisation begin a three-day meeting in London today at which they will discuss the organisation's future role, delegates said, reports Reuters.

"There will be plenty of time to look at the issue of what we want to do with the ICO... but I doubt it will be time enough to take a decision," one producer said.

Members have theoretically until the end of September next year to decide on the organisation's role after the collapse of difficult negotiations on a new economic pact in March.

Delegates agreed to extend the existing administrative accord by a further 12 months to October 1, 1994, but were then shocked in September by an announcement from the US, the biggest consumer, that it would not accede to the extension.

The decision has been linked with a scheme devised by producers to hold back some supplies from the world market. This came into effect from October 1.

'Significant' fall in Russian gold output predicted

By Kenneth Gooding, Mining Correspondent

Russia's gold production is set to fall steeply next year, according to some analysts. The drop could be as much as 30 per cent, suggests Mr Andy Smith, analyst at Union Bank of Switzerland.

Ms Natalia Zubareva, representative to Russia and the Commonwealth of Independent States for the RTZ Corporation, the world's biggest mining company, thinks that Russia's gold output will remain steady at about 130 tonnes this year but see a "significant" fall in 1994.

Mr Smith cites three main reasons for the expected fall:

shortages of resources; the black market; and obstacles to foreign investment.

More than half Russian gold production comes from two areas, Magadan and the Sakha republic, but by the end of August Sakha had received only 30 per cent of its food and only half of its fuel from Moscow. The republic has publicly warned that it may have to sell its gold and diamond output outside the centrally-controlled organisations to meet its needs.

Mr Smith says interior ministry data shows that about 30 per cent of Magadan's 40 tonnes of gold output last year was sold on the black market.

Other factors depressing output are a steep fall in production of mining equipment and a quadrupling of electricity prices in the far east of the country. Only 48 per cent of the minimum funds required were allocated to the region for geological purposes in the second half of this year.

In a recent speech to the Western Gold Show in San Francisco, Ms Zubareva also stressed that ties between mines and equipment suppliers in different parts of the former Soviet Union were breaking down, that the mineral resource base was deteriorating and delays in state payments to producers were causing great difficulty to the CIS gold industry. She said that in

gold years investment in recent years had been low but had now reached the stage where there was no investment at all.

China is the world's sixth biggest gold producer, Mr Cui Dewen, vice-president of the Metallurgical Industry Ministry's gold administration, told Xinhua news agency, reports Reuters from Beijing.

During the past 14 years, production had increased at an average rate of more than 10 per cent, he said, but gave no details.

He claimed more than 20 companies from a dozen countries and regions, including the US, Canada, Australia and South Africa, had shown inter-

est in investing in China's gold mines. China would have an "active attitude" towards Sino-foreign co-operation in gold production, Mr Cui said, with the departments concerned drawing up detailed policies.

"Readjustment of the gold price (in September) stimulated China's gold production," he said. "Some original gold markets have appeared around gold mines and more efforts must be made to standardise these."

On September 1 the People's Bank, the sole legal buyer, raised the state purchase price to 10 per cent below the international price, converting at the exchange rate on national swap markets.

COMMODITIES PRICES

BASE METALS

LONDON METAL EXCHANGE

(Prices from Ammet/Ammet Metal Trading)

All aluminium, 99.7 purity (\$ per tonne)

Close 1089-80 3 mths 1103-50

Previous 1087-80 1088-80

High/Low 1079-80 1119/1091

AM Official 1089-80 1089-80

Kerb close 1104-07

Open int. 273,673

Total daily turnover 55,136

All aluminium alloy (\$ per tonne)

Close 953-55 976-77

Previous 954-30 959-80

High/Low 950-52 975-77

AM Official 950-52 975-77

Kerb close 976-78

Open int. 2,520

Total daily turnover 488

All lead (\$ per tonne)

Close 447-5-46.5 451-52

Previous 443-4-44 451-52

High/Low 443-4-44 474-50.5

AM Official 454-5-55.5 465-4-5

Kerb close 467-58

Open int. 28,886

Total daily turnover 8,048

All nickel (\$ per tonne)

Close 4975-85 5035-40

Previous 4722-28 4780-81

High/Low 4950-50 5035-40

AM Official 5048-52 5115-16

Kerb close 5030-55

Open int. 48,564

Total daily turnover 13,278

All tin (\$ per tonne)

Close 4785-50 4835-40

Previous 4730-35 4785-50

High/Low 4785-50 4895-47.85

AM Official 4788-80 4845-45

Kerb close 4845-45

Open int. 15,290

Total daily turnover 3,928

All zinc, special high grade (\$ per tonne)

Close 980-81 990-86.5

Previous 974-5-95.5 975-74

High/Low 1010-97.5 1010-97.5

AM Official 985-86 1004-4-6

Kerb close 94-022

Open int. 25,391

Total daily turnover 9,086

All copper, grade A (\$ per tonne)

Close 1679-79 1700-5-11

Previous 1671-5-72.5 1685-96

High/Low 1671-5-72.5 1714/1699

AM Official 1686-5-67 1699-70

Kerb close 1699-70

Open int. 211,951

Total daily turnover 92,119

All LME AM Official 92.5 rate, 1.50/10

LME clearing 2.5 rate, 1.64/3

Spot 1.4880 3 mths 1.4850 6 mths 1.4770

All high grade copper (COMEX)

Close 7675 7675 7675 7675

Previous 7675 7675 7675 7675

High/Low 7675 7675 7675 7675

AM Official 7675 7675 7675 7675

Kerb close 7675 7675 7675 7675

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MARKET REPORT

Record levels maintained after strong recovery

By Terry Byland,
UK Stock Market Editor

Profit-takers were successfully reloaded on the UK stock market yesterday in a more active trading session. Marked selling pressure early in the day took the FT-SE 100 index down nearly 18 points, but traders were caught out by the strength of a rally which left the index unchanged at the peak of 3,237.5 reached on Monday. The rally across the wider range of stocks took the FT-SE Mid 250 index up 2.3 to a new high of 3,568.

No new factors appeared to influence the stock market, sterling and UK bonds eased slightly, although both closed in London above their UK lows. But confidence that UK base rates will be reduced in the new year remained undimmed.

The late rally, which took the Footsie briefly into positive territory, was complicated by a clash in the derivatives markets, where a US securities house unravelled an off-market package written for a single client. The resulting turmoil in equities caused some confusion among the blue chips and boosted the day's sea of volume to 686.4m shares from the previous session's 601.9m. On Monday, retail volume was worth £1.2bn.

Stock Exchange statistics confirmed that November was a very successful trading month for the London-based securities firms. UK equities worth £32.6bn were traded in what now proves to have been the busiest month since July 1987, just before the market crash of October that year.

The stock market stood up well

Account Dealing Dates			
First Dealing	Nov 29	Dec 13	Jan 4
Option Expiry	Dec 10	Dec 31	Jan 15
Last Dealing	Dec 10	Dec 31	Jan 14
Account Day	Dec 29	Jan 20	Jan 24
New time dealing may take place from two business days earlier.			

yesterday to a shrinking of the premium on the December contract on the Footsie. The futures premium has been a significant driving factor behind equities since just before Budget Day. Traders were not disturbed by yesterday's reduction in the premium, which is normal as the contract approaches expiry.

Another out in mortgage rates by a leading home ending group kept interest rate optimists on the alert.

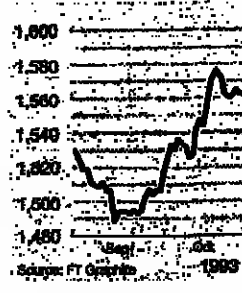
Bank stocks, which have benefited very strongly from the view that rate cuts will work wonders for their underperforming loans, attracted renewed buying in the second half of the session. Store shares, however, shed a few pence in what was little more than a profit-taking pause. Sector analysts are now looking for signs of the consumer spending pattern in the months leading up to Christmas.

Most share sectors moved narrowly around overnight levels, with the electricity utilities outstanding following dividend statements. But profit-taking among the consumer stocks, which have advanced strongly since the Budget offered relief from fears of adverse tax changes, brought widespread falls. Publishing shares, which have outperformed over the past week, also

came in for profit-taking pressure. Equity strategists continued to express satisfaction with the outlook for UK stocks, although some turned their attention overseas. Strength overnight in the Hong Kong market helped some London shares, but there were further worries over Tokyo. London-based securities firms take differing views on the Japanese market. Some still see weakness there as a potential threat to global investors.

However, NatWest Markets has upgraded its weighting recommendation on Japanese equities from underweight to neutral, arguing that prospects of cuts in both income tax and the discount rate should raise recovery hopes. A Goldman Sachs takes a similar line, although cautious on "uncertainty about economic recovery".

FT-SE All-Share Index



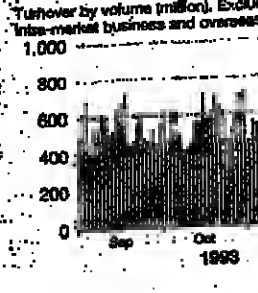
Key Indicators

Indices and ratios			
FT-SE 100	3237.5	(+2.2)	
FT-SE Mid 250	3568.0	(+2.3)	
FT-SE-A 350	1610.5	(+0.7)	
FT-A All-Share	1581.0	(+0.4)	
FT-A All-Share yield	3.59	(3.59)	

Best performing sectors

1 Electricity	+1.7		
2 Water	+1.6		
3 Other industries	+1.3		
4 Banks	+1.3		
5 Metals & Metal Forming	+1.3		

Equity Shares Traded



Indices and ratios

FT Ordinary index	2428.8	-3.2	
FT-A 500 p/e	20.43	(20.47)	
FT-SE 100 p/e	3246.5	-5.0	
10 yr Gilt yield	6.43	(6.54)	
Yield ratio	1.93	(1.93)	

Worst performing sectors

1 Health & Household	-1.4		
2 Engineering (incl)	-1.3		
3 Business Services	-1.3		
4 Food Retailing	-1.3		
5 Engineering-General	-1.9		

Dividend increases lift Recs

A bumper interim dividend from Midlands Electricity saw the company's shares outpace the rest of a regional electricity sector - itself the best performing area of the market yesterday - which has attracted heavy buying interest since the November 30 Budget.

Midlands' 20.5 per cent dividend increase saw the com-

pany nudge its way to the forefront of the Recs' interim "dividend race", previously headed by Eastern Electricity, which boosted its interim by 20 per cent last week. Many analysts had expected Midlands' payment to top the 7p mark but the actual figure of 7.55p took even the market optimists by surprise.

Midlands' shares touched a record 677p at one point before edging off the top to close a net 22 higher at 675p. It was pointed out, however, that the increase in Midlands' interim was an attempt to equalise the interim and final dividends, similarly to Eastern's move. Mr Nigel Hawkins, utilities

analyst at Hoare Govett, said Eastern's move would lead to an annual dividend increase in the region of 14.6 per cent and Midlands' to an increase of 14.8 per cent. Hoare forecast similar moves by Southern, Seaboard and London.

Southern Electricity, which announced interim intentions yesterday, was totally overshadowed by Midlands' dividend performance, the shares easing to 889p, in spite of lifting its payment by 14 per cent.

East Midlands, up 7 at 616p after 623p, is due to report this morning with a dividend increase of at least 15 per cent, said to be on the cards. Seaboard, 12 higher at 695p,

reports tomorrow. Northern Ireland Electricity forged ahead a further 15 to a closing peak of 241p.

Hanson active

Conglomerate Hanson was actively traded following exceptionally heavy turnover in the US and some technical position taking in UK traded options. In New York on Monday night the equivalent of 150m shares were traded, followed by a further 75m during the first half of yesterday's Group formerly Reuters, saw the shares retreat, although they managed a slight recovery to close 2 off at 20p. The shares have now declined 33 per cent in the past month as talk of poor sales at the group's three core jewellery chains - Ratners, Ernest Jones and H Samuel - has been heard in the market.

TRADING VOLUME

Major Stocks yesterday

Stock	Price	Change
ASDA Group	140.00	+0.40
ASDA Retail	140.00	+0.40
ASDA Retail	140.00	+0.40
ASDA Retail	140.00	+0.40
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ASDA Retail	140.00	+0.40

appointing results at the end of last week.

Since the figures, the shares have come back around 25p from their all-time high. Many investors considered that at their reduced level they offered value and in London yesterday one house carried out a bullish trade in the options market where the equivalent of 6m shares changed hands. As a result of all this frenetic activity the stock rallied from a low of 25p to close 14 off at 20p.

Beasly speculation in Stigmet Group formerly Reuters, saw the shares retreat, although they managed a slight recovery to close 2 off at 20p. The shares have now declined 33 per cent in the past month as talk of poor sales at the group's three core jewellery chains - Ratners, Ernest Jones and H Samuel - has been heard in the market.

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the recent haze of buying activity in the banks, which has caught many of the leading marketmakers short of stock, may well prompt a widening of abeyance spreads in the sector.

Abey National shares rose 15 to a record 460p, with worries about shrinking margins, after the bank lowered its mortgage rate, said to have been dissipated. Credit Lyonnais Laing was said to have led a surge of buying in the stock after a lunch with senior Abbey officials. Royal Bank of Scotland advanced to another all-time high of 445p before closing a net 7 better at 440p, as did Lloyds, up 8 at 649p.

The interim profits upsurge and doubled dividend from trading house Smith New Court came as no surprise to the stock market where Smith shares, trading at a lowly 77p, as recently as September 1992, fell back from a record 425p, to close at 111 off at 41p.

Food retailers again faced another difficult session in the wake of further broker caution. After several weeks of downgrades following analysts' concerns over the supermarket price war, renewed fears over profitability were sparked last week by Argill's decision to make property provisions in its results. Tesco, however, which has a policy of refusing to comment to the press, was said to have lopped some £10m - or 18 per cent - from its Tesco profit forecast for the current year to £500m.

Around £70m of the downgrade was said to be property provisions, although other bro-

NEW HIGHS AND LOWS FOR 1993

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EQUITY FUTURES AND OPTIONS TRADING

The futures market was

enlivened just before the official close by talk of a lull in the US market, with the FT-SE 100 futures contract, which had been trading at a large discount, closing at a profit of 10p.

Dealers said that an OTC - an option contract containing details drawn up specifically for one client - expired just

FT-SE 100 INDEX OPTION (LIFE) 225 per full index point	Open	Sett	Change	High	Low	Est. vol	Open int.
Dec	3255.0	3246.5	-6.0	3257.0	3242.0	11705	49319
Mar	3275.0	3268.0	-4.0	3276.0	3262.0	1820	26733
Jun	3280.0	3278.0	-0.5	3280.0	3280.0	1	861

Continued trading on APT. Open interest figures are for previous day.

FT-SE 100 INDEX OPTION (LIFE) 225 per full index point

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EURO STAX FT-SE 100 INDEX OPTION (LIFE) 210 per full index point

EURO STAX FT-SE 100 INDEX OPTION (LIFE) 210 per full index point	Open	Sett	Change	High	Low	Est. vol	Open int.
Dec	3211.5	3203.5	-8.0	3213.5	3201.5	14	42
Mar	3231.5	3223.5	-8.0	3233.5	3221.5	7	14
Jun	3251.5	3243.5	-8.0	3253.5	3241.5	7	14

Long 1470 lots, 18 lots. Underlying index value, 3246.5. Based on settlement prices.

1 Lot = 100 shares of 100p.

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The UK Series

FT-SE Actuaries Share Indices

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ELECTRICALS - Cont.

ENGINEERING-GENERAL - Cont.

HOTELS & LEISURE - Cont

INVESTMENT TRUSTS - Cont.

[illegible]

Rank	Company	Revenue	Change
17	Westwood Entertainment	144	+5
18	Zero Five	131	0
19	Horizons Unlimited	131	0
20	Warner Bros.	262	0
21	Warner Bros. Studio	125	+3
22	Home King & Star Co.	105	0
23	Starline	265	0
24	Zero Five W	98	0
25	IRS Systems	207	0
26	Zero Five P	147	0
27	IRS Systems	147	0
28	Westwood Cap	91	0
29	Westwood Cap	20	0
30	Zero Five W	112	0
31	Zero Five W	102	0
32	Zero Five W	112	0
33	Zero Five W	112	0
34	Zero Five W	112	0
35	Zero Five W	112	0
36	Zero Five W	112	0
37	Zero Five W	112	0
38	Zero Five W	112	0
39	Zero Five W	112	0
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41	Zero Five W	112	0
42	Zero Five W	112	0
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45	Zero Five W	112	0
46	Zero Five W	112	0
47	Zero Five W	112	0
48	Zero Five W	112	0
49	Zero Five W	112	0
50	Zero Five W	112	0

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MINES - Contd

FT Free Annual Reports Service
You can obtain the current annual/interim report of any company annotated with $\frac{1}{2}$ p. Ring 081 770 0770 (open 24 hours including weekends) or fax 081 770 3822, quoting the code FT9447. (If calling from outside UK, dial +44 81 770 0770 or fax +44 81 770 3822) Reports will be sent the next working day, subject to availability. If facing please remember to state the weekly changing FT code above and also your post code.

FT Cityline
Up-to-the-second share prices are available by telephone from the FT Cityline service. See Monday's share price pages for details.
An international service is available for callers outside the UK, annual subscription £295 99.
Call 01-873 4878 (+44 71 873 4878, International) for more information on FT Cityline.

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Daily clearing prices are set on the basis of the
volatility point; a short period of time may
elapse before prices become available.

● FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Unit Desk on (877) 873-4378 for more details.

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FT MANAGED FUNDS SERVICE

* FT Cityline Unit Trust Prices are available over the telephone. Call the FT Cityline Help Desk on (071) 873 4378 for more details.

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OFFSHORE AND OVERSEAS

BERMUDA (SIB RECOGNISED)

[illegible]

GUERNSEY (REGULATED)()**

[illegible]

IRELAND (REGULATED) (12-2)

	Price	Price
BT Fund Managers (Ireland) Ltd (a)		
BTW Ltd Offer Oct 31	\$1622.73	
47 Global Asset Funds		
Global Asset Fund (a)	\$10.26	
Global High Yield Bond (a)	\$10.36	
Global American Equity (a)	\$11.67	
Latin America Equity (a)	\$11.67	
Bank of Ireland Unit Managers Ltd		
Global Bond	\$10.15	10.42
European Bond	\$9.73	9.92
Latin Am Extra Yield	\$11.50	11.57
Banker Pacific		
Equity-Asian	\$11.40	12.30
Equity-Europe	\$11.60	11.70
Equity-Asia	\$12.10	12.80

CANADA (SIB RECOGNISED)

	Unit Charge	Base Price	Est Price	Other Price	+
GBC Asset Management					
UK Agent: Ivory & Stone Plc.					
See Charlotte Square, Edinburgh EH2 4DZ					
DOC RM/American Gm Inc		CS=	0.98		
Approx \$50 Equiv		E=	0.02		
*Dealing Thursday-Forward					

GUERNSEY (SIB RECOGNIS

	SEC	Class	Size	Price	Yield
	Class	Price	Size	Price	Yield
AUB Grofund Inv Managers (Guernsey) L					
PO Box 265, St Peter Port, Guernsey CI 0431					
AUB Grofund International Ltd					
Int'l Inv Equity Mgd	£	101,524	0.9524	1.0296	
Int'l Equity Mgd	£	101,525	0.9525	1.0297	
Int'l Equity Mgd	£	11,754	1.754	1.890	
C Cash	£	1,027	1.027	1.078	
A. Jones & Smith Ltd (Manager) (Guernsey) L					

Barclay Inst Fd Managers (Guernsey) Ltd

PO Box 256, St Peter Port, Guernsey	0481																					
Starting Money	3 121.0184 1.0104 1.9407																					
Butterfield Fund Movers (Guernsey) Ltd																						
PO Box 211, St Peter Port, Guernsey	0481																					
<table><tr><td>Polynesian Euro - Sterling</td><td>10.00</td><td>10.21</td></tr><tr><td>Polynesian Euro - DM</td><td>28.45</td><td>27.92</td></tr><tr><td>Polynesian Euro - Franc</td><td>15.83</td><td>16.10</td></tr><tr><td>Polynesian Sterling - Franc</td><td>11.18</td><td>11.42</td></tr><tr><td>Polynesian Sterling - DM</td><td></td><td>10.36</td></tr><tr><td>Polynesian Sterling - Franc</td><td></td><td>20.30</td></tr><tr><td>Polynesian Sterling - DM</td><td></td><td>28.23</td></tr></table>	Polynesian Euro - Sterling	10.00	10.21	Polynesian Euro - DM	28.45	27.92	Polynesian Euro - Franc	15.83	16.10	Polynesian Sterling - Franc	11.18	11.42	Polynesian Sterling - DM		10.36	Polynesian Sterling - Franc		20.30	Polynesian Sterling - DM		28.23	
Polynesian Euro - Sterling	10.00	10.21																				
Polynesian Euro - DM	28.45	27.92																				
Polynesian Euro - Franc	15.83	16.10																				
Polynesian Sterling - Franc	11.18	11.42																				
Polynesian Sterling - DM		10.36																				
Polynesian Sterling - Franc		20.30																				
Polynesian Sterling - DM		28.23																				

Equitable International Fund Managers
PO Box 255, St Peter Port Guernsey CI G-49

Starting High Bid	120,500	0.5000	1,000.00
Guinness Flight Pd Mings (Guinness) L			
PO Box 250, St Peter Port, Guernsey			
Expires 04/01 712176			
Guinness Flight International Acqum Fund (Guin)			
US Dollar Money	37,573		
Starting Money	27,508		
Von Money	7900,700		
Deutschmark Money	86,352		
Swiss Franc Money	10,647		
Mount Payments	571.54	0.172	98.02

Inc Prime Bond	5 1/2	\$47.72	47.88	44.06
Inc High Yld Bond	5 1/2	\$37.98	37.33	39.82
Euro High Yld Bd	5 1/2	\$20.87	20.94	22.04
Oil Dr High Yld Bd	5 1/2	\$26.85	26.48	26.76
20+ Year High Yld Bd	5 1/2	\$28.88	28.81	27.07

[illegible]

USG Bond Fund	5 1/2	\$25.85	28.85	27.00
GIR & Sals Bond	5 1/4	\$12.98	12.19	12.88
Siding Ind Ltd GIR Fd	5 1/4	\$38.43	18.47	17.33
Yan Bond Fund	5 1/4	\$48.41	48.41	52.07
		\$28.91	28.91	30.78

[illegible]

50751	Global Energy Fund	108.05	114.88
-	Global Gold	30.88	39.86
-	Global Leisure Fund	29.32	20.11
-	Global Leisure Fund	71.56	51.42

Global Technology Fund 14	10.000	10.000
Hamshire Fd Mgmt (CI) Ltd		
PO Box 258, Glenview		
EMMA Managed	6.7736	1.0894
EMMA US Dollar Mgt	10.0000	1.0000
EMMA C Bond	5.4952	1.0074
EMMA Int Amer Govt	20.7738	16.611
EMMA American Bond	37.3333	26.551
EMMA Ytd Bond	20.0000	20.000
EMMA Corp Yr Bond	81.0777	51.538
EMMA Corp Yr Bond	10.2233	10.000
EMMA C Mgmt	16.0000	16.000

ES	ESMA 3 Money	4	10.000	10.000
	ESMA Cont For Money	4	40.384	37.353
	ESMA 3 Money	4	3.001.9	3.000
	ESMA 3 Money	4	45.022	45.027
	Currency Sterling	0	25.000	25.000
	Currency US\$	0	25.000	25.000

[illegible]

04 5785	Kleberwort Beton (all) Fd Mngts Ltd			
	PO Box 44, Gurnsey, G			
British	5	17.585	1.580	1.494
		182.128	2.178	2.378

Orion Computer Inc.	\$2,748	7.22
Par East	118.82	18.65
QRE	282.2	282.2
Ind Equity Inc.	7.352	1.24
Int Inc Bd Inc.	0.7742	0.82
Japanese	36,777	1.25
RH Americas	1,177	1.25
Singapore Investments	1,434	1.25
US Equity Grd	1,464	1.25

*Old price includes of common preference

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CURRENCIES AND MONEY

MARKETS REPORT

Belgian, Danish rate cut

The continued strength of their currencies allowed Belgium and Denmark to cut interest rates yesterday, writes *Conor McKeown*.

The Belgian National Bank cut its key rate by 50 basis points to 7.50 per cent and its end-of-day rate by 50 basis points to 9.20 per cent.

The Danish central bank at its latest open-market operation lowered its 14-day certificate of deposit rate to 7 per cent, from 7.25 per cent in the previous two-week offer.

Both currencies held up well after the rate cuts, with the Danish krone firming slightly while the Belgian franc ended little changed.

The krona ended at Dkr3.933 to the D-Mark, up slightly from Dkr3.934 at Monday's close. The franc closed at Bfr20.83 against the D-Mark, barely changed from Bfr20.82 late on Monday.

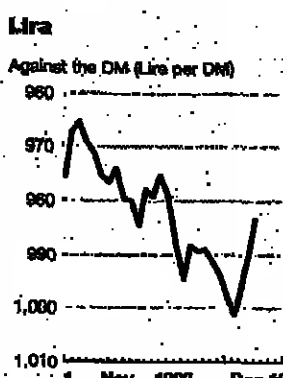
Further Belgian rate cuts are likely to continue underpinning the currency as they will boost the flagging economy and alleviate the interest burden on Belgium's massive budget deficits, analysts say.

"Part of the vicious circle has been that a substantial part of the budget deficit is due to high interest payments," noted Mr Steve Hannah, head of research at IBA International.

"If they continue getting rates down, that'll have a beneficial impact on the budget deficit, thus restoring market confidence."

The lira opened around L895 against the D-Mark and rose as high as L891.25 during the session. It closed at L891.1 to the D-Mark, up from Monday's close of L890.8.

Despite its recent recovery,



Source: FT Graphix

● Pound in New York

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cuts was also weighing on the currency. The pound ended at Dm2.5450, down from Dm2.5575 at Monday's close.

Markets opinion is still even split over the likelihood of another 1/2-point base rate cut before Christmas, said Mr Ian Shepherdson, UK economist at Midland Global Markets. He listed three factors favoring a near-term rate cut:

"The Budget's gone down very well in all markets, the fiscal tightening was at least as large as the Bank of England wanted, and most of Europe has cut rates."

However, he feels next Wednesday's November inflation numbers will clinch the decision on UK rates. "If the RPI is unchanged at 3.8 per cent or below, the market will be screaming for a rate cut."

But until the RPI release, the pound is likely to drift in a narrow range, traders said.

In the money market, the Bank of England forecast a shortage of £1.7bn, which it later revised downward to £1.2bn.

At its morning operation it purchased £17m band 1 bills and £20m band 2 bills at 5% per cent. In a later round, it purchased a total of £196m of band 1 and 2 bills at 5% per cent, and provided late assistance of around £75m.

The D-Mark firmed slightly when the Bundesbank revised its October M3 money supply growth numbers to 6.9 per cent, from the provisional 6.8 per cent rate released some two weeks ago.

"The numbers were a touch disappointing - a lot of people had expected a downward revision," said Mr Ian Hannah, M3 growth remains above the Bundesbank's 4.5-4.5 per cent target range.

The Bundesbank today will allocate another round of 14-day repos at a fixed 6 per cent, the first of five fixed-rate repos at that rate. Some DM95bn in repos expire today and traders are calling for a small net liquidity injection.

In late London trading, the dollar tested key technical and psychological support at Dm1.7000 but closed at Dm1.7055, down a touch from Dm1.7060 at Monday's close.

● Sterling shed more than a penny against the D-Mark, largely on profit-taking amid thin trading conditions. However, some pointed out that recent rate-cut speculation

POUND SPOT FORWARD AGAINST THE POUND

Dec 7	Closing mid-point	Change on day	Bid/Offer spread	Day's high/low	One month % p.a.	Three months % p.a.	One year % p.a.	Bank of England index	
Europe									
Austria (Spot)	17.80	-0.01	785	790	18.00	17.85	17.81	-0.7	114.1
Belgium (Spot)	10.0125	-0.0005	290	295	10.0125	10.0098	10.0098	-1.9	113.4
Denmark (Spot)	8.2500	-0.0050	470	475	8.2500	8.2305	8.2325	-1.7	117.1
France (Spot)	7.7500	-0.0050	470	475	7.7500	7.7300	7.7325	-1.7	118.1
Germany (Spot)	2.5450	-0.0025	425	430	2.5450	2.5420	2.5474	-1.1	123.8
Greece (Spot)	360.70	-1.00	590	595	360.70	360.68	360.68	-0.7	107.4
Ireland (Spot)	1.0500	-0.0050	545	550	1.0500	1.0475	1.0475	-0.7	109.3
Italy (Spot)	202.00	-0.75	150	155	202.00	201.98	201.98	-0.9	109.1
Luxembourg (Spot)	53.00	-0.25	280	285	53.00	52.98	53.00	-1.9	113.4
Netherlands (Spot)	2.8225	-0.015	475	480	2.8225	2.8204	2.8255	-0.4	115.1
Norway (Spot)	11.0375	-0.025	320	325	11.0375	11.0347	11.0475	-0.4	105.7
Portugal (Spot)	250.00	-1.7	880	885	250.00	249.74	249.74	-0.5	85.4
Spain (Spot)	208.45	-2.15	880	885	208.45	208.15	210.5	-3.9	85.4
Sweden (Spot)	12.4275	-0.04	225	230	12.4275	12.4085	12.4085	-1.4	73.9
Switzerland (Spot)	2.1875	-0.015	825	830	2.1875	2.1863	2.1936	-1.3	111.4
UK (Spot)	1.3190	-0.0005	185	190	1.3190	1.3208	1.3221	-1.2	105.9
USA (Spot)	1.4900	-0.0075	895	900	1.4900	1.4893	1.4905	-1.2	108.1
Argentina (Peso)	1.9900	-0.0075	895	900	1.9900	1.9900	1.9900	-	91.4
Brazil (C\$)	376.80	-0.55	555	565	376.80	376.80	376.80	-	91.4
Canada (C\$)	1.3750	-0.0105	735	735	1.3750	1.3750	1.3750	-	91.4
Mexico (New Peso)	4.6340	-0.0020	330	340	4.6340	4.6340	4.6340	-	91.4
Peru (C\$)	1.4980	-0.0085	895	900	1.4980	1.4980	1.4980	-	91.4
Pacific/Middle East/Africa									
Algeria (Dinar)	1.0000	-0.0040	800	810	1.0000	1.0000	1.0000	-	91.4
Hong Kong (HK\$)	11.5895	-0.0050	280	290	11.5895	11.5895	11.5895	-	91.4
India (Rs)	46.00	-0.01	600	700	46.00	46.00	46.00	-	91.4
Japan (Y\$)	150.50	-0.05	000	100	150.50	150.50	150.50	-	91.4
Korea (W\$)	3.0005	-0.0020	000	100	3.0005	3.0005	3.0005	-	91.4
Malaysia (RM)	2.7500	-0.0050	000	100	2.7500	2.7500	2.7500	-	91.4
Philippines (P\$)	40.25	-0.25	020	030	40.25	40.25	40.25	-	91.4
Saudi Arabia (S\$)	5.9880	-0.0025	075	085	5.9880	5.9880	5.9880	-	91.4
Singapore (S\$)	2.3840	-0.0100	835	845	2.3840	2.3840	2.3840	-	91.4
S Africa (Rand)	3.0005	-0.0020	000	100	3.0005	3.0005	3.0005	-	91.4
Taiwan (NT\$)	45.1510	-0.1517	075	075	45.1510	45.1510	45.1510	-	91.4
South Korea (W\$)	120.15	-0.05	790	800	120.15	120.15	120.15	-	91.4
Taiwan (NT\$)	45.1510	-0.1517	075	075	45.1510	45.1510	45.1510	-	91.4
Thailand (B\$)	37.495	-0.25	790	800	37.495	37.495	37.495	-	91.4
Thailand (B\$)	37.495	-0.25	790	800	37.495	37.495	37.495	-	91.4
NOTE: % for Day 6. Bid/Offer spread for Day 6. Bid									

WORLD STOCK MARKETS

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EUROPE									
ASIA/PACIFIC									
AFRICA									
NORTH AMERICA									
MIDDLE EAST									
OCEANIA									
INDEXES									
US INDICES									
CAG-60 STOCK INDEX FUTURES (MATIF)									
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LONDON STOCKS									
PARIS STOCKS									
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TECHNOLOGY THAT WORKS FOR LIFE

Samsung Personal Fax



Telephone Answering Machine
Automatic Paper Cutter
60 Locations Automatic Dial

SAMSUNG
ELECTRONICS

APL 10000

Continued on next page

NASDAQ NATIONAL MARKET

F 700s High Low Last Chg										Stock										F 700s High Low Last Chg										Stock									
132	13	341	335	28	28 1/2	+	1			Johns	0.10	25	238	154	14	-	1/2			Procter	98	157	263	261	26 1/2	+													
130	18	76	64	6 1/2	6 1/2	-	1			Jones	0.11	11	20	24	15	-	1/2			Pratt	112	67	115	115	11 1/2	+													
130	18	76	64	6 1/2	6 1/2	-	1			Jones	0.11	11	20	24	15	-	1/2			Pratt	112	67	115	115	11 1/2	+													
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27	-1g	Net Date	0.44	241	2949	10	16	18 $\frac{1}{2}$
9	+2g	Mrs Sun	0.20	19	601	10 $\frac{1}{2}$	10	18 $\frac{1}{2}$
12	-1g	Harvester		19	10	35	34 $\frac{1}{2}$	35

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MANAGEMENT BUY-OUTS

Wednesday December 8 1993

The stock market's rise has offered investors an attractive exit route, but created a dilemma for providers of capital, writes Richard Gourlay.

Divisions of large companies are being floated at p/e ratios above the levels that venture capital backers will pay

Vendors put the price up

Almost every month, the stock market demonstrates the attractions of management buy-outs to the managers involved.

Devro, Holliday Chemicals and Inveresk, which floated this year, all showed dramatic increases in value for investors. To varying degrees, they provide role models for future buy-outs, demonstrating the rewards that can be reaped when managements are freed from the constraints imposed by a parent company.

The failure rate has also been greatly reduced, suggesting that the risks involved are falling. Successful exits of MBOs through flotations or trade sales - the common goal for funders and the liberated management - rose to 24 in the first nine months of the year, compared with 15 during the whole of 1992.

From the venture capital industry's point of view, there have also been rich pickings. Some 48 per cent of the 75 commercial company flotations in the 12 months to June, were funded by venture capital, according to the British Venture Capital Association.

But the UK stock market's rise this year, while providing a more attractive exit route for investors, has also placed the providers of MBO capital in a difficult spot. In the first place, there has been a fall in the number of management

buy-out deals that venture capitalists are prepared to fund. As mergers and acquisitions activity has declined, so has the supply of potential MBOs that corporate takeovers tend to generate.

While in 1992 there were 520 MBOs, worth £3.04bn, the year to November 1993 has seen only 390 with a deal value of £2.19bn, according to KPMG. The largest, the £250m buy-out of BP's consumer products division, was a minnow beside the £2.4bn Gateway deal in 1989, and considerably smaller than last year's largest deal, the £400m purchase of Gardner Merchant, the catering group.

What is more, companies wanting to sell a division to raise cash or to pursue the new Holy Grail - concentration on core businesses - have found that they have direct access to the stock market. Divisions of large companies are being successfully floated at p/e ratios significantly higher than the levels that venture capital backers are currently prepared to pay.

Vendors are also becoming more demanding, having seen large increases in the values of companies, often in a relatively short time between MBO and flotation. Some of this increase in value has undoubtedly resulted from an increase in management effort and motivation that direct control inspires. But some of the teams

that led recent MBOs were fortunate to be working for companies primarily interested in refocusing their activities. If it meant selling a division to an MBO just as it was on the point of recovering, that was of secondary importance.

That has now changed, and vendors are holding out for higher prices. There are fewer distress sales of divisions to MBO teams, and with the pres-

sure off, some vendors are increasingly getting venture capital suppliers to tender for the opportunity to back the MBO team. The most extreme example was the BP deal, where four venture capitalists competed in a beauty contest.

The second issue facing the venture capital industry is its own funding. Venture capital providers have made a concerted drive this year to raise

new funds from their own investors. More than £1bn is probably being sought. All the signs suggest some of the 30 or so institutions raising funds will either not succeed or will raise less than they had targeted. As a result, the market is awash with talk of a shake-out in the industry leading to a concentration of the available funds in fewer hands.

Mr Robert Smith, chief exec-

utive of Morgan Grenfell Development Capital, which expects to raise in excess of £200m for a new fund, says casualties are inevitable. "I think there are winners and losers - there will be fewer players and smaller funds than hitherto," he says.

News of the death of smaller venture funds has been exaggerated before. But this time around, the fund-raising will be tough. Back in 1989, a record year for fund-raising, the industry had just enjoyed a wave of MBO exits, first through flotations and then with trade sales. Many venture capital funds boasted impressive internal rates of return to support their marketing efforts. Institutions fell over themselves to invest - at precisely the wrong time in the business cycle. It turned out - and in 1989 alone the industry raised £1.6bn, some £550m for buy-outs, according to the University of Nottingham Centre for Management Buy-Out Research.

With some notable exceptions, the recent record of certain funds has been less impressive. Some of the earlier investments after the 1989 fund-raising were disastrous, while many of the more recent successful buy-outs have yet to exit.

Furthermore, the stock market offers stiff competition. Institutional investors, now having to decide whether to lock up funds in an illiquid venture fund, will be comparing the excellent returns they have recently enjoyed from highly liquid listed investments.

Venture fund raisers accept that they are marketing in a more competitive environment, but argue that the current stock market returns may not persist. And for many of the larger funds, the returns are likely to continue improving as the number of MBOs which are floated or sold, increases over the next 18 months. They are also optimistic about a new source of funding - the US.

"A number of the US state pension funds are beginning to look at international investing," says Stephen Curran, chief executive of Candover which is currently raising at least £200m. Some of these US

groups are beginning to see the attraction of placing small percentages of their enormous funds in "alternative assets," Mr Curran says. The UK unquoted sector is particularly attractive. Candover expects to raise about half of its fund in the US - up from the one third it raised from American institutions for its 1989 fund - and recently secured a \$30m commitment from Calpers, the Californian pension fund.

If the venture funds are spreading their net wider to raise funds, they will also have to seek deals more actively once they have completed the time-consuming fund-raising round. Some observers suggest that new deal structures will emerge.

One approach, increasingly favoured by 3i, but likely to gain greater currency, is the Bimbo - the buy-in and management buy-out, where internal management expertise is married with a team brought in by the MBO funder.

There may also be a return to higher ratios of debt-to-equity financing in buy-outs, as the economy recovers and financiers become prepared to take more risks. No one foresees a return to the dizzy levels of the US-style leveraged buy-outs of the late 1980s, which were, in any case, rarely attained in the UK, but having fallen to a ratio of a little over one to one, there is room for gearing to rise.

"The UK economy is moving in the right direction, so it is a safer time to put on gearing than at any time in the last three years," says Mr Hugh Mumford, at Electra.

A modest increase in the financial risk of MBOs would be acceptable, particularly as the business risk appears to have fallen quite sharply. The first nine months of this year saw a dramatic fall in MBO failures to just three, from nine in 1992, according to KPMG.

This may reflect the recent more conservative approach to pricing and gearing. But as the economy emerges from recession and it becomes easier to predict business performance, the funders of MBOs may have to accept lower returns or risk becoming uncompetitive.

Deals gather pace in eastern Europe

The past year has seen an acceleration in regulated buy-out activity in a number of countries across central and eastern Europe.

Though many deals are being processed in the former East Germany, the privatisation agency closely scrutinises each transaction in an attempt to ensure that buy-outs are placed on a sound financial footing.

In Russia, buy-outs are now taking place in large numbers, but without such close monitoring of the process. See Page 11

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MANAGEMENT BUY-OUTS 2

Richard Gourlay examines the factors that divide participants

A shortage of capital may compel smaller funds to merge

British Venture capital institutions have enjoyed the best of times and the worst of times in the management buy-out market over the past year.

Not since the boom period in the mid 1980s have so many of their investments provided them with an exit, either through a trade sale or flotation.

On the other hand, MBO funds are seeing fewer financeable deals, and a number of funds are struggling to raise fresh capital, some of those funds that are not "captive" - financed by pension fund or bank parents - are likely to have to consider merging, leaving the MBO market served by fewer, possibly stronger, venture funds.

So which institutions have fared best in the MBO industry? And which financiers will lead the field over the next few years?

Increasingly, MBO financiers are splitting into those groups that are prepared and able to finance large deals, and those that are not. The industry broadly defines "large" as deals requiring more than

about £10m of equity, for companies capitalised at £30m or more - although many of these larger funds would also look at smaller deals.

Any list of the big hitting deal arrangers in the last three years would include Candover Investments, CINVEN, Charterhouse Development Capital, Morgan Grenfell Development Capital, CVC, Electra and Prudential VML.

It was CINVEN that led the only really large deal of recent years - the buy-out of Gardner Merchant from Forte, in 1992, for £400m. A relative newcomer to the big time, Legal & General, led this year's second largest deal, the £272m purchase of the consumer products division of BP.

The second tier - as measured by a preferred deal size around £10m - is dominated by 3i, the UK's largest investment capital institution, although the institution has been taking a larger share of deals of up to £50m.

"We have taken more of those deals in the last three years, because we have done a lot more through our regional network, which we think has given us a competitive advantage," says Mr Ewen Macpherson, 3i's chief executive.

With 18 offices around the UK, the only competitor who comes anywhere near in terms of regional representation is NatWest Ventures. In fact, like 3i, NatWest Ventures is increasingly interested in the larger deals, and led as many deals as Electra in the past year, according to KPMG.

The other big hitters in the second tier include Schroder Ventures, Kleinwort Benson, and

Deal leaders: October 1 1992 - September 30 1993				
	Number of deals	Total funding (£m)	Average value (£m)	Number of investors
3i	7	154	22	8
Electra	6	256	52	7
NatWest Ventures	6	231	49	9
CINVEN	3	480	160	7
Granville	3	59	20	3
CVC Capital Partners	2	59	30	2
Schroder Ventures	2	55	28	3
Prudential VML	2	68	34	2
Legal & General Ventures	2	202	101	6
Candover Investments	1	17	17	3
Charterhouse DC	1	73	73	4
Montagu Private Equity	1	11	11	7
Barclays DC	1	35	35	4
Kleinwort Benson DC	1	12	12	2
Morgan Grenfell DC	1	20	20	4
Baring Capital Investors	1	205	205	2
Brown Shipley Venture Mgrs	1	33	33	2
Royal Bank of Scotland	1	14	14	1
Cardland & Whalley	1	24	24	1
Henderson Venture Mgrs	1	18	18	1
Investcorp	1	200	200	1
Dorlandson Lufkin Jervette	1	22	22	1
Apex Partners	1	15	15	1
Close Investment Capital	1	11	11	1
Commercial Union				3
Obispo				2
Phoenix Fund Mgrs				2
Ontario Teachers Pen. Plan				2
North England VC				2
Causeway Capital				2
Others/no longer active/not known/ (duplication)	-5	-106	21	
Total	43	2,454	57	

Qualifications: £10m-plus deals, 1 deal led or 2 investments made. *estimated value. Source: KPMG Corporate Finance

Midland Private Equity, Murray Johnstone, Philpotts Ventures, Apex, ECI Ventures, and Barclays.

In terms of numbers, however, 3i stands way out in front at the smaller end of the market. According to KPMG Peat Marwick Corporate Finance, 3i, since 1981, has led more than

twice as many deals as its nearest rival, Candover. The average size of these deals, however, is less than half those led by Candover and a third those led by CINVEN.

A similar pattern emerges in the growing management buy-in market. The institution maintains a list of 150 managers who are prepared to invest and take executive management positions in companies. From a standing start, 3i did 70 MBIs last year, and has about 40 per cent of the market.

Many of these institutions in both tiers of the market, other than captive funds like CINVEN, are actively seeking funds. Over the next six months, the funds are likely to reveal the extent to which they have succeeded.

Deal leaders: May 1981 - September 30 1993				
	Total No.	\$m	Average value of deal (\$m)	Address and phone number
3i	57	1,812	32	81 Waterloo Road, London, SE1 8XP
Candover Investments	27	1,874	69	20 Old Bailey, London, EC4M 7LN
NatWest Ventures	24	982	41	105 Bishopsgate, London, EC2M 3UR
Charterhouse DC	23	2,723	118	65 Walling Street, London, EC4M 9BJ
CVC Capital Partners	23	752	33	25 Hudson House, 8-10 Tavistock Street, London, WC2E 7EP
Schroder Ventures	22	809	37	20 Southampton Street, London, WC2E 7QG
CINVEN	20	1,840	92	Robert House, Grosvenor Place, London, SW1X 7AD
Montagu Private Equity	18	987	55	10 Lower Thames Street, London, EC3R 6AE
Philpotts Ventures	16	456	29	111 Fenchurch Street, London, EC3M 3LB
Electra	15	1,286	86	54 Kingsway, London, WC2B 6JY
Barclays Trust	14	1,828	130	1 Appold Street, Broadgate, London, EC2M 3EL
Barclays DC	13	349	27	Pickfords Wharf, Canal Street, London, E1 6AF
Granville	13	204	16	10 Fenchurch Street, London, EC3M 3LB
Kleinwort Benson DC	11	553	50	10 Fenchurch Street, London, EC3M 3LB
Prudential VML	9	805	89	Audrey House, 61 Place, London, EC3N 6SN
Legal & General Ventures	7	452	65	3 Queen Victoria Street, London, EC4M 3EL
Lloyds DC	7	382	55	45 Chancery Street, London, EC2Y 4XK
Morgan Grenfell DC	7	472	67	23 Great Winchester Street, London, EC2P 2AX
Murray Johnstone	7	99	14	7 West Nile Street, Glasgow, G1 5PQ
Baroness	6	141	24	Chancery House, 67 Chancery Lane, London, EC2R 8EH
Mercury Asset Management	6	2,722	454	33 King William Street, London, EC4R 9AS
Causeway Capital	5	55	11	7 Hanover Square, London, W1R 9NE
Foreign and Colonial	5	102	20	8th Floor, Exchange House, Pinewood Street, London, EC2A 2NY
Apex Partners	4	185	46	15 Portland Place, London, W1N 3AA
Chase Manhattan	4	240	60	Woodgate House, Colman Street, London, EC2P 2HD
Scandinavisk Bank	4	77	19	5 Scotland Yard, Cannon Street, London, EC4M 6XD
Swiss Bank Corp	4	144	36	1 High Timber Street, London, EC4V 3SS
First National Bank of Boston	3	85	28	11 Victoria Street, Westminster, London, SW1H 0ED
Baring Capital Investors	3	954	218	140 Park Lane, London, W1Y 5AP
CIBC Capital	3	50	17	3 Colmore Centre, Colmore Lane, London, EC3N 2DL
Garrmore	3	32	11	16-18 Monument Street, London, EC3R 9QQ
Hambros	3	84	28	41 Tower Hill, London, EC3N 4JA
Robert Fleming & Co.	3	80	27	36 Colpoth Avenue, London, EC3R 7DR
Salomon Brothers	3	42	14	111 Buckingham Palace Road, London, SW1W 0SB
SLIMIT	3	82	27	Edmund House, 12 Newhall Street, Birmingham, B3 3EJ
Bank of Scotland	2	48	24	PO Box No12, Upper House, 61 Graftonmarket, Edinburgh, EH1 2JF
Close Investment Capital	2	22	11	36 Great St. Helier's, London, EC3A 6AP
Hambro Magn	2	282	145	22 Queen Anne's Gate, London, SW1H 9AB
James Capel	2	59	29	28 Thames Exchange, 10 Queen's Street, London, EC4R 1BL
Unity Trust	2	33	17	130 Marlowe, London, EC3M 3NT
ECI Ventures	1	12	12	1 Breitenheim House, Lincolns Place, London, WC2E 7EN
Standard Chartered	1	125	125	1 Aldermanbury Square, London, EC2M 3JY
Sun Life				101 Cheapside, London, EC3N 4DU
Commercial Union				St. Helen's, 1 Underhill, London, EC3P 3DQ
Scottish Eastern Inv				Salisbury Court, Edinburgh, EH1 2ES
Others/ no longer active/ none/ not known/ (duplication)	15	44		
Total	425	23,945	56	

Qualifications: £10 million plus deals, 2 deals led or 10 investments made. Source: KPMG Corporate Finance

Estimates vary, but somewhere between 30 and 40 venture capital groups appear to be trying to raise new funds. Some industry observers say the funds are seeking about £1bn of new money. Typically, the funds are turning to large US pension funds and insurance companies, which are identified as having an appetite for some exposure to the unquoted UK investment.

Not all are going to be successful, and some consolidation is likely within the industry with increasing specialisation, according to Mr Iain Tulloch, of Murray Johnstone.

Some of the smaller funds will not have done as well as their larger counterparts, and may have difficulty attracting capital to a new fund. With the fees that arise from running a

fund, they may need to seek a merger.

TSB Group has already showed that it no longer gives MBOs high priority, by its decision to put Hill Samuel Development Capital up for sale.

Then there are the banks which provide the debt, without which few management buy-outs would get off the ground. Mr Chris Beresford, partner at KPMG Peat Marwick Corporate Finance, says National Westminster and the Bank of Scotland lead the field, ahead of Midland and Barclays.

"These four have carried the market through since 1981," he says. "The rest have been almost nowhere."

Citibank, Canadian Imperial Bank of Commerce and Westpac were among those that appeared to leave the market

in 1990, after the last bout of excesses.

Some MBO industry observers say the banks are displaying a renewed interest, in particular for the larger deals, and that some are showing signs of returning to the market. The Royal Bank of Scotland has signalled its intentions very clearly by hiring Leith Robertson, one of the Bank of Scotland's senior management buy-out specialists, to become its corporate director in charge of MBOs and acquisition finance.

"If the banks are showing greater interest in lending and new entrants may be about to compete with the big four, the chances are that gearing levels are likely to rise."

In the late 1980s flurry of MBO financings, gearing rose

sharply with a commensurate increase in risk. With the onset of recession, the amount of available debt and bank willingness to lend shrank markedly.

"That appears to be changing. Equity within deal structures is reducing, with equity now being 40-60 per cent, compared with more than 60 per cent two years ago," says Mr Barrie Moore, of NatWest Ventures.

This is a clear sign of renewed confidence, both in the economy and in the profitability of MBOs. But many voices continue to warn against deal structures which load unacceptable levels of debt on to managements, on the assumption that interest rates will remain low. If history repeats itself, they will not.

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management buy-in
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Hackney Wick Greyhound Stadium
management buy-in from
Brent Walker Group plc
£1,500,000
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Who's next?

Candover is well known for arranging large management buy-outs and buy-ins and manages a £310m Fund that has provided the equity for the managers of companies such as Gaymer Group Europe.

Candover has also raised a new £37.5m fund - the Candover 1991 Fund, to finance medium sized buy-outs and buy-ins, mostly in the £5m-£20m range. It has completed eight investments to date.

If you think you could be next, contact Stephen Curran or Doug Fairservice on 071-489 9848.

CANDOVER

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Buy-ins have declined, but Bimbos continue to rise, says Peter Carty

A change of strategy at 3i

Is the pure management buy-in becoming extinct? It has fallen out of favour over the last couple of years, after research and performance reviews showed that it tends to be outperformed by buy-in/management buy-outs (Bimbos).

A review of the performance of 154 buy-ins was conducted by 3i in early 1993. "If the person buying in was involved in the management, they were usually better informed about the business," says Mr Patrick Dunne, head of 3i's buy-in programme. "They usually got on better, because they were involved in the management within their plans," he adds.

Buy-in strategy at 3i has altered accordingly. While still placing substantial emphasis on buy-ins - it backed 15 of the 38 deals in this year's first half - the focus has shifted. Two and a half years ago, around 20 per cent of the buy-ins it backed were Bimbos. The figure has since grown to between 65 and 70 per cent.

Pure MBIs remain as a third of deals. According to Mr Dunne, they can be lucrative. "You still have situations where a talented mid will go

into a business and move it forward, take a fresh view and re-energise it," he says. A common misconception is that most buy-ins are turn-arounds. "They're mostly people buying into companies which are doing all right, but could do a lot better."

In August, for example, a pure buy-in team acquired Unimercants, a £18m turnover importer and distributor of Mediterranean food. "It was a profitable business, but it was not as well managed as it would be, in our view, by ourselves," says Mr John Durban, leader of the three-man team. He thinks that former parent Albert Fisher Group could not give it the attention it needed.

The team is concentrating on rapidly-growing niche markets, notably high-quality imported pasta and olive oil products. A strong record is usually needed to attract backing for an MBI. Mr Durban has already run two sizeable food businesses: Procter & Gamble's European food processing, catering and bakery division, as well as £200m-plus turnover edible oils company Acalas & Hutchison.

No equity was allocated to the incumbent management. Albert Fisher Group's policy is not to encourage its managers to participate in buy-outs. Mr Durban says equity participation might be possible for some of the incumbent team later on. Institutions and advisers can be more cautious when a team lacks hands-on experience of the company. The Unimercants MBI took almost a year to arrange, and was probably more protracted than an equivalent MBO.

A classic problem with many buy-ins is the discovery after acquisition of skeletons in the company closet. The Unimercants team found dinosaurs. "They seemed to think it would be a wonderful idea to introduce a pasta in dinosaur shapes," explains Mr Durban. Fortunately, the surplus stock does not present a great problem.

The pace of buy-ins for much of this year has been slower than in 1992, with only 38 deals in the first half, against 134 for the whole of last year, according to Nottingham University's Centre for Management Buy-Out Research (CMBOR). The value of deals struck

appears to be holding up well, with transactions worth £397m in the first half, against last year's final total of £679m. However, when this year's monster £230m buy-in deal of BP Nutrition's consumer products division (see below) is stripped out, the adjusted first-half total of £147m is much less promising. According to CMBOR, investments declined to 19.5 per cent of deals in the first half, while buy-ins from receiverships grew to 19.4 per cent of transactions.

Mr Dunne says a lack of confidence in the economy held bidders and vendors back in the early part of the year, but now the situation is looking more promising: he has noticed a pick up since September.

Family-owned businesses remain a key source of buy-in deals. Their proportion of total deal value fluctuates from year to year, but, according to CMBOR's statistics, they have yielded a steady 44 to 52 per cent of deals over the 4½ years to the end of June.

Buy-ins of family companies often arise due to succession problems. Mr Nick Theakston, a partner in KPMG Corporate

Management buy-ins over £10m			
Under £25m	£25m-£50m	£50m-£100m	Over £100m
1985 Cullens 10	Service Tec 20	Court Cavendish 35	Square Grip 69
1986 Acal 10	Thames Int 22	1990 Ravenhead 27	James Nall 79
1987 Life Sciences Int 11	Rubetex 22	United News Shops II 33	Enterprise Inns 56
New Scotland Ins 15	Harleys 24	Waller Alexander 42	Ushers of Trowbridge 75
1988 Julian's Sound 11	1990 CCA Stationery 10	David Brown 46	Pavilion Services 96
Burn Stewart 13	Wilcox 10	1991 Harrison Industries 14	1992 Unicorn Abrasives 56
Autoclenz 13	Fairmead 10	1992 RSA Advertising 23	Teesside Holdings 63
Claimont 14	Anglian Fast Foods 11	1993 Lyric Hotels 26	1994 Multipart 56e
European Brands 21	1993 E. Lanca Paper Mill 11	Century Inns 36	Colas 72
1989 Lyndashouse 15	Cannors Sports Club 14	1994 Centric Pubs 29	Over 100m £m
1990 Range Valley 11	Hermes 14	1995 Inspex Group 45	1982-84 Kingfisher 310
Abacus 11	1991 Lyndashouse 15	1996 Inspex Group 45	1985 Cape Almar 265
Mason Cavell 11	1992 Lyndashouse 15	1997 Inspex Group 45	1986 Lowndes Ouseway 450
Haigh Castle 12	1993 Lyndashouse 15	1998 Inspex Group 45	1989 Gateway 2,375
Severn 13	1994 Lyndashouse 15	1999 Inspex Group 45	1990 Jarvis Hotels 215
Country Casuals 14	1995 Lyndashouse 15	2000 Inspex Group 45	1991 BP Con Prod Div 273
Valor Stoves 14	1996 Lyndashouse 15		
British Air Ferries 15	1997 Lyndashouse 15		
Hill Leigh 16	1998 Lyndashouse 15		
Slide Batteries 16	1999 Lyndashouse 15		
Brilliant Data Mgt 18	2000 Lyndashouse 15		

Incorporates MBIs and Bimbos. e=estimated.

Source: KPMG Corporate Finance

Finance, thinks a Bimbo bringing in new top management to graft on to existing non-family senior management can be a good solution. However, he highlights a difficulty with these deals: "Family businesses have a huge amount of emotion involved in them."

His latest big family deal came earlier this year, when he advised on a £21m Bimbo of Maiden Outdoor Advertising. Mr Ian Maiden relinquished his post as chairman of the Liverpool-based company after 39 years. The buy-in team was

assembled and led by Mr Ron Ziegler, fresh from putting together a turn-around of Dutch advertising company Mediama.

The Bimbo involved four of the existing management as well as three outsiders. Luckily, there was no family strife. "Ian Maiden was extremely level-headed and sensible about it," says Mr Theakston.

Around 200 would-be buyers-in are registered on 3i's MBI programme, and roughly half the deals it backs draw on the pool. Talent-spotting has

been easier recently. "If you're running and performing well in a recession, then you're probably going to do even better in a good time," says Mr Dunne. As well as training potential buyers-in, the programme helps 3i to get their measure. "We seem to do a lot better when we back people we know," he says.

The Bimbo is no longer the leading-edge buy-in. According to Mr Dunne, 3i is now placing a lot of emphasis on the "Chimbo" - a variant of the Bimbo, in which investing

chairmen buy companies in tandem with the existing management team. The chairmen bring the benefit of experience to bear, on a part-time basis.

As well as chairmen from its buy-in pool, 3i can draw on its tranche of 300 independent directors. "Those people have been particularly powerful with younger companies, and we see a future for the angel that not only adds some money but also adds talent," says Mr Dunne.

The Bimbo and Chimbo: case study - Page VII

Case study: the BP consumer products buy-in

Shared costs help L&G to win

In the early hours of Wednesday, May 26, contracts were finally exchanged on the sale of BP Nutrition's consumer products division to a management buy-in team led by Legal & General Ventures, in a deal worth £272m.

The transaction was significant, not only because of its size - it still ranks as the biggest unquoted equity deal this year - but also because it was one of the most fiercely contested with no fewer than four teams bidding for the mandate.

BP put the whole of BP Nutrition, with annual sales of £2.9bn, on the auction block early in 1992, as part of the drive to refocus on its core oil and gas businesses and cut debt.

The consumer foods division was sold to Sara Lee, the US group, at the end of December. By that stage, the consumer products division, a leading supplier of "own label" household detergents, cleaners and personal care products to European supermarkets, was also attracting considerable City attention.

Consumer products, includes Manchester-based, Robert McBride in the UK, Ypion in Belgium and Solaro in Italy; his 12 factories employ more than 4,000 people and although profits have not been disclosed, its margins on turnover of £350m

last year are believed to be high.

"We started looking at consumer products way before the deal was done," said Mr Adrian Johnson, a director of Legal & General Ventures, which put the winning consortium together.

The Legal & General Ventures-led consortium was one of four preferred bidders, whose names were shortlisted by SG Warburg on behalf of BP at the start of 1993 to enter the final round. The three others were led by Philbrew Ventures and Citicorp Venture Capital; Electra, working with the Canadian trade buyer, CCL; and Mercury Asset Management, with Montagu Private Equity.

Over the next two months, all four bidders undertook due diligence while negotiating with potential financial partners and putting together their final teams.

As Mr Charles Peal, managing director of Legal & General Ventures, points out, one of the consequences of the competitive auction procedure was that the

unsuccessful bidders ran up "seven-figure costs" conducting due diligence. Mr Peal said Legal & General Ventures limited its own downside risk to £30,000 by sharing costs with its three other equity partners, and by tying some of the fees to success of its bid.

When the sealed final bids were opened in early April, three of them, including Legal & General Ventures, are believed to have been around the same level, with the fourth bid lagging some way behind.

But the Legal & General Ventures team believe the unified structure of their consortium, and the fact that they had already signed up Mr Michael Handley, the former divisional managing director of RHM, to become managing director of the new company, gave them a decisive edge.

"Our transaction was a genuine management buy-in," said Mr Peal. "That gave us a lot of credibility." In addition, the consortium persuaded Sir Allen Sheppard, chairman and chief executive of Grand Metropolitan, to lead the buy-in team by becoming non-executive chairman of off-the-shelf company formed to complete the purchase - Templeco Sixteen.

On April 6, the Legal & General Ventures team were summoned back to BP headquarters and told they had just a three-week exclusivity period to get the funding for the deal in place, tie-up the paperwork and agree the sale.

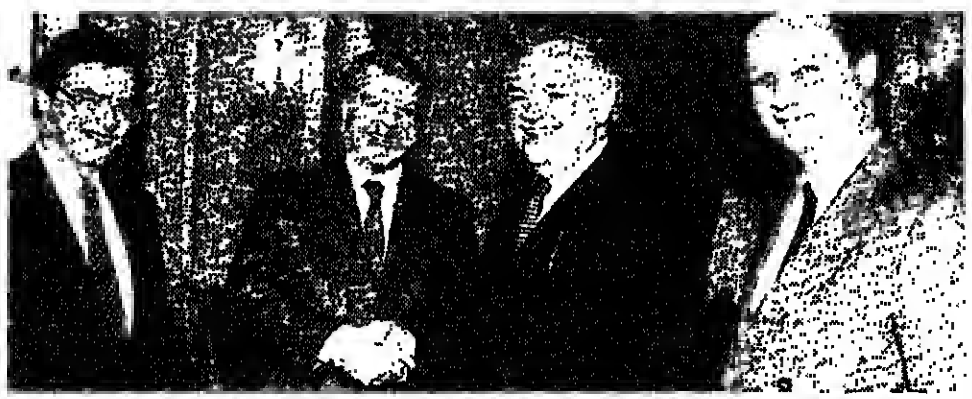
Those weeks were extremely

hectic for Mr Johnson and his Legal & General Ventures colleagues, Paul Southwell and Ivan Heywood; and they were made worse when, two days into the exclusivity period, the Bishopsgate bomb demolished the offices of Norton Rose, the lead banks' solicitors, and the offices of Phoenix Fund Managers, one of the equity partners.

BP, says Mr Johnson, was sympathetic, but did not formally extend the deadline. Nevertheless the complex transaction - involving equity, bank and mezzanine debt - eventually went ahead, albeit a little later than originally planned.

The deal was structured as follows:

■ Equity: The bulk of the £155m in equity funding for the deal was provided by Legal &



The winning team (from left): Adrian Johnson, Michael Handley, Sir Allen Sheppard and Charles Peal

General Ventures (£50.5m) and

its trans-Atlantic partner, Lehman Brothers (£50.5m). The

£14m balance came from Phoenix Fund Managers, Ontario

Teachers Pension Fund and Barclays Development Capital.

Legal & General Ventures subsequently sold £22m of equity to

one of the major UK venture capitalists. Following the deal,

management will also be invited to become shareholders with up

to a 10 per cent equity stake.

■ Bank Debt: A syndicate of four banks, led by the Bank of Scotland's Edinburgh team (the

Bank of Scotland's London team backed another of the bidders,

underwrote £115m of senior debt. The other main underwriters

were Bank of Tokyo, Barclays and Morgan Grenfell.

■ Mezzanine Debt: A further

£30 of mezzanine financing was provided by Mithras, an invest-

ment trust managed by Legal & General Ventures, and co-under-

written by Intermediate Capital Group.

In addition, the banking syndicate provided £12m of working capital.

Since completing the buy-in, the Legal & General Ventures team has provided much of the senior management at the new company, with Mr Ivan Hey-

wood acting as locum finance

director until the arrival of Mr Terry Monks from MB Caradon.

Now, the prime objective is to build the business from its current base in order to float it on the stock exchange in about three years.

The BP consumer products buy-in has also generated some controversy. Some critics maintain that it demonstrates that the dearth of big quality deals is forcing financial buyers into unhealthy competitive auctions, pushing target prices up while increasing investor risks and reducing returns.

However, Charles Peal, of Legal & General Ventures, thinks the deal was one-of-a-kind. "We had been through a period when a lot of the competition had not done a large deal for a long time," he said.

Although he believes some buy-in opportunities will generate competing bids, he thinks most market players would think twice now before entering another four-way bid-battle.

Paul Taylor

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Source: Acquisitions Monthly - September 1993

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MANAGEMENT BUY-OUTS 4

'Exits' remain hard to find, says Charles Batchelor

Sales are likely to rise

A successful buy-out team seeking to raise new funds has had little choice in recent years. Its only real option has been to sell out to a corporate buyer, and face losing the independence which made the buy-out an attractive idea in the first place.

But the past 12 months have seen a considerable change in investors' attitudes, and the number of former buy-outs obtaining a stock market listing has risen sharply. Buy-out companies accounted for one in five of all new companies coming to the stock market in the first six months of 1993, the highest proportion ever.

Nottingham University's Centre for Management Buy-Out Research recorded 13 flotations of buy-out and buy-in companies in the first six months of 1993, compared with 11 in the whole of 1992 and four in 1991.

The main reason for this change in sentiment has been the far more positive view now taken of smaller company shares. Smaller companies performed poorly in the depths of the recession, but are now expected to return to above-average levels of growth.

This has meant that buy-out companies have been able to command attractive price/earnings ratios, typically around 17 or 18, at listing.

At the same time, corporate buyers, which in recent years have been able to pay highly to acquire buy-out companies, have withdrawn from the bidding. Many have been devoting all of their energies to surviving the recession, and

While failure rates among buy-outs have declined, receivership remains the single most common form of 'exit'

have had little time to devote to acquisitions.

Welcome though this increase in the number of listings is, there is still a long way to go before new-issue activity matches the levels attained in the mid-1980s. In 1986, 37 buy-out/buy-in companies went to market, while in the following year there were 38 listings.

And while failure rates among buy-outs have declined over the past year, receivership remains the single most common form of 'exit'. No fewer than 41 buy-outs failed in the first six months of 1993, compared with 28 trade sales and 13 flotations, according to the MBO research centre. Receivership numbers began rising sharply in the late 1980s, to peak at 121 in 1991.

Despite the emphasis which venture capitalists place on finding an exit opportunity, remarkably few buy-outs have achieved one over the past decade or so. Even when receiverships and refinancings (second round buy-outs or buy-ins) are included, only 23 per cent of the buy-outs completed between 1981 and 1991 obtained an exit. Ten per cent went to trade buyers, while 4.4 per cent were floated.

This indicates that a large "rump" of buy-outs remain under the control of the managers who acquired them. Many will be small buy-outs financed largely by bank debt, where there is no great pressure to achieve an exit, or companies where the managers own most of the equity. Others will have shown a mediocre trading performance, and would not obtain an attractive

price if they were put up for sale.

Despite this surprising failure on the part of the buy-out industry to achieve exits, there is likely to be increasing pressure over the next few years. As many of the 10-year venture capital partnerships set up in the early and mid-1980s come to the end of their lives, their managers will need to realise their investments. This could lead to an increase in the sale of businesses.

The growing trade in second-hand venture capital portfolios is likely to speed up this trend. The manager who made the original investment, but now sees it on his books at a lower valuation, will be reluctant to crystallise his loss. If the portfolio is sold, the new manager can review each investment more dispassionately and take a decision to sell when necessary.

Many of the companies which obtained a stock market listing in the late 1980s turned out to be too small to attract much investor interest. They were neglected by analysts and market makers alike, and there was little liquidity in their shares.

Some of the recent buy-out flotations have been of more substantial businesses. Devro, a maker of sausage skins, was capitalised at £24m; Holiday Chemical Holdings at £16m; and RJB Mining at £103m. But a surprising number have still been small. Of 36 venture capital-backed companies floated in the year ended June 1993 (half of them buy-outs), nine were capitalised at less than £20m, while 11 were valued at between £20m and £50m, according to the British Venture Capital Association.

In contrast to the revival of investor interest in new issues, the London Stock Exchange has announced plans to dismantle the Unlisted Securities Market in 1994. The USM did well during the boom years of the late 1980s, but more recently has suffered from a negative image.

On top of this, the loosening of regulations governing the main market has reduced the need for a separate set of rules for the newer company. Meanwhile, in continental Europe, many of the secondary markets set up in imitation of the USM, have failed to establish viable trading volumes.

But although it is now easier to obtain a main market listing in London, the venture capital industry and many City organisations are keen to maintain a facility for listing the smaller company. They have put together an organisation known as the City Group for Smaller Companies to lobby for their interests.

The European Venture Capital Association, for its part, plans to put proposals to the European Commission for a market for venture-backed companies, though it is not yet clear whether this will be on a Europe-wide basis or with a national focus.

The creation of an efficient market for trading in the shares of smaller companies is vitally important for the venture capital industry. As part of its efforts to reinforce the status of venture capital, it is currently attempting to persuade the institutions to treat such investments as a separate asset class. A successful record of achieving exits is vital if it is to achieve this goal.

Deal structures

Relief as the banks return

After the excesses of the late 1980s, the past few years have seen power in the structuring of management buy-out deals shift back to the banks. They have become much more cautious in their approach to buy-outs, and stipulate more conservative lending ratios.

This insistence on proper cover for their loans has not prevented the banks becoming slightly more willing to provide the funds that are needed. "The banks have come back into the market, and there is more debt available now than there has been for the past three years," commented Mr Graham Hutton, a director of Morgan Grenfell.

This increase in liquidity is a relief to the venture capital industry, which had begun to fear that shortages of loan finance would seriously limit the profitability of deals. Unless the equity providers can gear up their funds with loan finance, the returns become unattractive. Some venture capitalists feared at one stage that deals were becoming "under-gunned".

The banks will normally require an equity to debt ratio of 1:1 though some are prepared to move to 1:1.5 on the more attractive deals. But contrast this with the peak of the buy-out boom in 1989, when the banks were willing to provide loans amounting to nearly six times the equity in a deal. These times were unusual, however, and the figures were skewed by a small number of very large deals.

The smaller deals, which account for most buy-out activity in terms of numbers, have always been more conservatively structured. The two-tier nature of the buy-out sector, and its impact on the way deals are done, is revealed in recent research by Nottingham University's Centre for Management Buy-Out Research.

Smaller deals, those valued at less than £10m, have seen a drop in the amount of equity and mezzanine finance used, while the amount of debt has remained steady. The gap left by the decline in equity and mezzanine has been made up by increases in the amount of vendor loan notes and in the contribution made by the manage-

ment team. The amount of equity in these smaller deals has fallen over the past two and a half years, from more than 40 per cent to just over 33 per cent, while the contribution of debt has hovered around 40 per cent.

Vendors contributed nearly 11 per cent to the value of deals in the first half of 1993, compared with around 7 per cent in the previous three years. This was the highest share held by vendors since the buy-out centre, established in 1985, began compiling these statistics.

The attraction to a vendor of retaining a stake in a buy-out company is that it will benefit if the company does well. Vendors are concerned that they will look foolish if a business which they have sold prospers, particularly when the deal is done at a stage when the economy seems set for recovery from a long recession. Vendor involvement can also boost the nominal value of a deal, and make a sale appear more impressive to shareholders.

Managements, too, have been increasing their stake in the businesses they buy. The average management contribution to smaller deals rose to 8.5 per cent in the first half of 1993, from between 7 and 8 per cent in the preceding three years.

Larger deals, those valued at more than £10m, have traditionally been financed by larger amounts of debt, though the gap between debt and equity has closed in the past two years. Equity accounted for less than a quarter of total funding in large deals in 1991, but rose to around one-third in 1992 and early 1993.

The contribution of mezzanine and debt has held steady at about 6 per cent and 45 per cent respectively. As deal prices have fallen to more realistic levels there has been less need to bridge the gap between debt and equity with large amounts of mezzanine finance. Involving an independent mezzanine provider can also complicate a deal, so venture capitalists have sometimes preferred to turn to the vendor if extra funds were needed. But this did not stop the contribution by vendors to larger deals halving in the past two and a half years, from 15

Leading debt arrangers: May 1981 - September 30, 1993				
	Total number	Total debt £m	Average value of debt £m	Total No of investments
Bank of Scotland	82	1,452	18	140
Barclays	71	1,355	20	102
Barclays/BZW	46	840	19	74
Midland/Samuel Montagu	36	735	21	55
Barclays Trust	20	1,857	82	22
Standard Chartered	18	1,001	55	20
Royal Bank of Scotland	16	367	24	28
Bank of America	10	347	35	28
Lloyds	8	91	11	22
Chiswick Group	8	620	78	13
Wainwright & Watson	8	144	24	15
2i	5	28	6	29
Chatterhouse	5	429	86	32
Morgan Grenfell	5	125	25	11
S G Warburg	5	2,089	408	8
Chemical Bank	4	1,430	358	5
Continental Bank	4	58	15	5
Swedish Bank	4	28	7	15
CIBC Capital	3	47	16	25
Credit Agricole	3	32	11	7
N M Rothschild	3	21	7	7
Den Norske	3	19	6	4
TSE	3	50	17	4
Manufacturers Hanover	3	37	13	7
Toronto-Dominion Bank	2	7	4	13
Creditanstalt	2	68	34	19
Industrial Bank of Japan	1	65	65	11
Bank of Tokyo	1	35	35	11
Westpac	1	70	70	11
Alfred Irish Bank	1	4	4	1
Bank of Nova Scotia	1	7	7	1
Credit Bank of Japan	1	7	7	1
Deutsche	1	7	7	1
Credit Lyonnais	1	7	7	1
Fuji Bank	1	7	7	1
Nippon Credit	1	7	7	1
Bank of Switzerland	1	7	7	1
Singapore	1	7	7	1
Société Générale	1	7	7	1
Others/no longer active/home, not known/duplication	46	700	15	1
Total	495	14,617	34	1

Qualification: In £10 million plus debt, 3 deals arranged or 8 investments made

Source: RBSM Originals

Analysis of gearing of UK MBOs over £10m					
Period	Total funding £m	Equity £m	Mezzanine £m	Debt £m	Debt to equity ratio
4 years to Dec-84	857	370	0	487	1.3
Dec-85	9,099	2,538	708	5,853	2.3
6 months to Jun-90	1,705	430	158	1,117	2.6
Dec-89	4,146	598	709	2,839	5.8
Jun-90	1,258	288	151	819	3.4
Dec-90	780	253	83	444	2.0
Jun-91	700	324	30	346	1.2
Dec-91	1,180	432	102	646	1.7
Jun-92	1,050	419	64	567	1.5
Dec-92	1,258	584	36	638	1.2
1993*	1,531	714	54	763	1.3
Total	23,845	6,980	2,088	14,817	2.4

* To date

Source: RBSM Originals

per cent in 1991 to 7.5 per cent in the first half of 1993. The management's contribution fell to just 1 per cent, the lowest level for more than four years.

As the banks have become more experienced at financing buy-outs, so their assessment methods have been refined. There has been a shift from judging deals on balance-sheet ratios, which are not necessarily

the most relevant measure when a business is about to undergo radical change.

The banks now look more closely at projected cash flows and interest cover. The recent drop in interest rates has meant that banks can now obtain interest cover of 3:1 on buy-outs, a rate as good as they could obtain on corporate credits. The decline in the use of mezzanine

finance has had the additional effect of boosting the security of senior debt.

The banks have also become less willing to leave due-diligence work to the providers of equity capital, and are now more likely to commission their own reviews of a company's finances and market prospects.

Charles Batchelor

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Sold

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COMMUNICATIONS IN BUSINESS GROUP

FROM
OSPREY COMMUNICATIONS plc

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Debt Provided by
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(including working capital)
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Edgemund Group Limited
including
Autobak COSMIC Hughes

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SCORPION

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of
Seven Businesses of the Dwyer Electronic
Systems Division
of
TI Group plc
by
ULTRA ELECTRONICS LIMITED

Ultra

Jointly led, arranged and underwritten by
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MANAGEMENT BUY-OUTS 6

Larger management buy-outs 1988/1993 (total funding £m)						
£m	1988	1989	1990	1991	1992 (to date)	
0-25	Kristies Chemicals (10) Radstone Tech (10) Colabury CP (10) National Express (10) Lowfield (11) Burlington Int (12) Motor World (13) Burn Stewart (13) HMS Inds (13) Hainap Publishing (13) Autocent (13) Claimark (14) Grand Transport Systems (14) Lowndes Lambert (16) Grampian CF (16) Pireless (18) Macross II (18) ASI Caravans (20) John Penning (21) Tattersall (21) Welland Homes (21) Travelers Parc (21) Europath Brands (21) Motor (22) Yorkshire Rider (23)	Buways (10) Chylab (10) Rowenthal (10) Fine Art Wellcoverings (10) Range Valley (11) Abacus (11) Sedco Sider (11) Coin Industries (11) Nelson Cates (11) Lancashire Enterprises (11) Leigh Castle (12) Golden West Foods (13) Sevan (13) Talfant Eng (13) Hollida Farms & Dairies (13) Vator Stoves (14) Country Casuals (14) Country Holidays (14) BREL (14) Eurovel (14) Hill Leigh (15) May Gurney (15) British Air Ferries (15) Bride Batteries (16) Wilcomatic (17) Geest CD (17) Godtha (17) Britannia Data Mgt (18) Barbour Campbell (19) Mercede (20) Solidity Law Stationery Soc. (20) ServiceTec (20) Hestand & Wolff (21) Slade (21) Thomas Int (22) Rubster (22) Hamleys (24)	Mercury SOS (10) Viscount Catering (10) Pulse Cox (10) Wilcox (10) Chemical Manuf. & Refin. (10) Smith (10) Fairwind (10) Anglian Fast Food (10) SMT Crustables (10) Lambert Smith Hampton (10) Nyge CSE Aviation (10) East Lancs Paper Mill (11) Eaton Williams (11) Juliana Sound Services (11) Fogarty (12) Licensed Clothing (12) Comb. Capabilities (12) Premium Life (12) John Wilman (12) Artfash (14) Cannons (14) Hermes (14) Tasmason (14) English Glass (15) Lydsholme (15) Canbury (15) Betta Stores (16) Kosset Carpets (16) Macdonald Smith (17) Goldcrest (17) Alexander Drew (19) Flexpack (20) Staffs Tableware (20) Wimpy Restaurants (20) Topline & Harding (21) WW (21) Saga (24) Baskys (24)	Ambion Homes (10) Devenham (10) Pleasureworld (10) Silenco (11) Boychope (11) Arnold Home (11) Samuel Banner (11) Games Workshop (11) Wallace Int (12) Capitalland (12) Dawkins (12) Gibson International (12) Lodge Care (13) Power Group International (13) Bramall Daisieships (13) Star Security Probe (13) Systems Reliability (13) Sage Taverns (17) Kingsgrange (17) Brightstone One (18) DRG Litho Supplies (23) PL Holdings (24)	Audio & Video Furniture (10) Shirebrook (10) Glenbrook Power (11) Dogs Group (11) Whitworth's Produce (11) Cascade Clubs (12) Dew Group (12) Printaprint (12) Bolton Brady (13) Edgemont Group (13) OCA Stationery (14) Interactive Media Services (14) Chamberlain Phipps Group (14) Hemtons Industries (14) Astra Training Services (15) Barnet Steels (15) Cable Bytelink (15) Harriet International (16) Vynutis International (16) Nova International (16) Mark Briffback (18) Inspection (18) Pavelet (17) Nimbus Manufacturing (22) Discovery Ints (23) RBA Advertising (23) Zofolone (23) Posters Metzner (24)	Isanco (10) Universal Ceramic Mater. (11) Aerospace Composite Tech (11) Crown Buckley (12) Westwind Air Bearings (12) Robison & Davidson (14) Lowe Alpine (14) Douglas Concrete & Aggs (15) Radiobroadcast (15) Gold-Crown Foods II (16) Benjamin Priest (20) Maiden Outdoor Advert. (21) Coin Controls (24)
25-50	Gooding (26) TJC Liley (27) Harveys Furnishings (28) Mono Pumps (29) Eurocomp (29) UK Shoe (29) Dwick (32) Needwood (33) VF Int (33) Alms (34) Goldstems (40) Sheffield Finesters (42)	Elizabeth Shaw (25) Aspland Curzon (25) AEC (26) Beacon (26) Tilly (31) Bell Fruit (32) Fenchurch Insurance (32) Court Cavendish (33) Norwich Corrugated (33) Britannia (38) Nottingham Group (37) MBS (41) Video Arts (44) Meo Int. (46) Heathall (48) Ringworth Morris (48)	Keller (26) Hazell (27) Ravenhill (27) Roxboro (31) Applidore (31) United News Shops II (33) Norman Motor (34) Ud Pressings & Fabric. (35) Inverack (40) British School of Motoring (42) Walker Alexander (42) David Brown (46)	Babcock Pabon (26) Lytle Hotels (26) Bison Holdings (21) Conder Products (24) Century Ints (24) Eurovel II (24) Blue Arrow Personnel (24) RPC Containers (27) Nelson Hunt (28) MedMedia (41)	Friswell (26) Clyde Port (26) Swift Transport (26) Standard Fireworks (27) Alco Galcaist (28) Briff Technology (28) Centric Pubs (29) Chit & Madras Stag Camera (29) Marr Holdings (30) International Transport (33) Holmwood Group (33) Sycamore Taverns (35) Medway Port (41) Inspex Group (45) Salt Union (49)	Boulton & Peal (29) Strathclyde Buses (254) Hydon (274) City Technology (28) Gallford Homes (33) Pavelet (31) Victor (32) Lombard Continental (32) British Int. Helicopters (33) Leyland Trucks Manuf. (354) Drake Holdings (39)
50-100	Financial Ints (55) York Trailer (61) Glass Glover (52) GP (55) ITC (70) Lewis (74) Palmer & Harvey (85) Response (87) MBS Lysons (88)	MCD (52) Tyack (52) Crooklands (53) United Centers (53) GB & Duffus (58) Kenwood (58) Square Grip (59) Highland Participants (73) James Neil (79) Strand VCI (88)	Hay Group (50) Tyack (52) Realty United (77) Anglian Windows (84)	Enterprise Ints (58) West Midlands Travel (71) Ushers (75) National Telecommunications (75) RMS (85)	Ker Group (54) Aeroflexure Humber (54) Union Abrasives (55) National Telecommunications (75) Bowkaze (52) Teasdale Holdings (53) Primary International (73) Caledonian Newspaper Pub'g (84)	Leyland Daf Vans (53) Ashbourne Homes (53) Mallpart (58) Cotlar (72)
100-250	Invergordon (118) British Fuels (134) Hollis (148) Argus Press (207) Virgin (248)	Ryan (113) London Clubs (125) Maritime Transport Servs (155) MW Marshall (175) Charles Church (203)	Landhurst (158) Yardley/Lanthier (168) Jovis Hotels (215)	Brunner Mond (101) Teasdale Golder (101) Data Science (103) Dewar (108) Field Packaging (121) Midlands Newspapers (134) Bristol Helicopters (200)	Budge RJ (103) Express Foods (116) Whitworth Supermarkets (128) Gaymer Group Europe (149)	Eurodollar (192) Thorn Lighting (200) McDonnell Douglas Ints. (2004)
250+	Cope Allman (265) BPCC (275) Bicom Inds (405) Lowndes Queensway (450) Feedpack (805)	Alders (260) Magnet (267) Gateway (2,375)	Del Monte Foods (258)		Ganther Merchant (402)	BP Nutrition-Consumer Frt278

Larger management buy-outs are taken as those with total funding of over £10m (subject to allowance for inflation until 1988). UK MBOs include MBOs indicated by an asterisk, but exclude leveraged acquisitions where the managers' share is included, references and UK funding of businesses with overseas head offices.

How to stage a buy-out: Charles Batchelor offers guidance on the once-in-a-career exercise

Financiers favour the hands-on approach

Attempting to buy your business at the same time as you are running the company makes for a demanding and exhausting time. Managers who stage a management buy-out can expect an apparently unending round of meetings and presentations, as they attempt to convince financiers that they are worth backing.

They may not even have the certainty that their employer is willing to sell the business to its management. And, while they are preparing their own offer, they may also be required to show other potential bidders round.

Since most managers only carry out one buy-out during their career, everything will be new to them. Managers responsible for running small divisions and subsidiaries may find themselves considering strategic and financial problems which have previously been dealt with by head office.

Fortunately, as buy-outs have become a more accepted part of the commercial world, there is no shortage of advisers who specialise in this area. But the problem then arises of choosing the most suitable accountant, lawyer or venture capitalist without running up large bills.

The first issue that has to be resolved is whether the business is up for sale. Some group managements are opposed to buy-outs on principle - they believe the buy-out team is in too privileged position in any negotiations. It is not unknown for managers who suggest a buy-out to be told to clear their desks.

Finding out if head office is ready to consider a sale can be done by making an anonymous approach through an accountant or other business adviser. He, or she, should also be able to give an honest assessment of whether the business is suitable for a buy-out.

Financiers tend to like stable businesses in traditional sectors, with strongly positive cash flows to pay off the debt. They are less attracted to high-technology businesses with uncertain prospects in rapidly changing markets.

Advisers should be chosen for their experience in dealing with your type of business. Some venture capitalists specialise in particular sectors, but more commonly they differentiate themselves by the size of deal they back. Some are only interested in the larger transactions of £10m value or more. Others are quite happy to spend time on smaller deals.

Increasingly, on the larger deals, the venture capitalists have been taking a lead role, putting a deal together and only then approaching management to take part.

It is important that the man-

Listed and unlisted MBOs over £10m						
	Number			Value \$m		
	Total	Listed	%	Total	Listed	%
1981-84	25	1	4	857	310	36
1985	23	2	9	868	70	8
1986	27	2	7	939	36	3
1987	33	4	12	2,753	480	17
1988	55	6	11	4,508	940	21
1989	71	12	17	5,851	3,780	65
1990	59	4	7	2,036	170	8
1991	44	1	2	1,880	20	1
1992	55	1	2	2,319	10	0
1993 (to date)	33	0	0	1,831	0	0
Total	425	33	8	23,845	5,810	25

Source: KPMG Corporate Finance

agers feel they can get on with their advisers on a personal level, because they can expect to spend many hours in meetings.

Professional advisers can act as a buffer between the managers and the vendor during negotiations. Many managers find it difficult to adopt a dispassionate stance when dealing with the boss with whom they have worked for many years.

They feel uneasy about pointing out the weaknesses of a business which they have been responsible for running.

A crucial document in the buy-out process is the business plan. Accountants can help to draw these up, but it is no use presenting a plan which has come out of someone else's computer. It must clearly be the work of the managers themselves.

Many venture capitalists are deluged with business plans, so it is important to keep it short and to the point. Over-elaborate plans, running into hundreds of pages, are unlikely to be read.

Venture capitalists complain of business plans which calculate large numbers of future scenarios down to the last decimal point, but which neglect to include essential information about the business or the management team.

The plan should contain a short executive summary, probably no more than two pages, and put the detailed financial calculations into separate appendices.

The body of the plan should describe the background and recent history of the business; its products or services; and its markets and marketing strategy. The quality of the managers and their ability to work together as a team will be vital to the success of the buy-out, so detailed profiles of the management will be needed. On the financial side, there should be summaries of past and projected profit-and-loss accounts, balance sheets and cash flows.

In terms of management, the venture capitalist will be looking for a strong team leader with support from managers with a good mix of other skills. Marketing, production and financial expertise will normally be required. If another strong team lacks skills

in a particular area, the venture capitalist may well suggest bringing in an outsider to fill the gap.

The financiers will be looking for a management that can take a hands-on approach to the problems, which are bound to arise once the business is independent. Managers who have grown too used to the support services provided by a large corporate headquarters may not do as well once they are on their own. Managers can expect to be called on to tackle a broader range of problems in a smaller, independent business.

Fund-raising involves a balancing act. The business must not be saddled with an impossible burden of debt at the outset. At the same time, there must be enough money to see the company through the early years without the need for a refinancing. The banks have become more cautious in their approach to buy-outs, and will not back plans requiring an unrealistic amount of debt.

Set against the total amounts which will be needed to finance a deal, the sums provided by management appear small. Individual managers can typically expect to be asked to provide between £25,000 and £50,000 of their own money. The point is that, for many managers, this represents a considerable financial commitment. It is enough to motivate them to work hard, but not too much so that they feel under excessive pressure.

Curious as it may seem, at the point when they are negotiating their independence, managers need to be thinking about how they might dispose of their business. Their financial backers will be looking for an "exit", either by means of a trade sale or a flotation, after a few years.

If the business does very well, the managers may be able to refinance the deal and buy out their backers, thus retaining full control themselves. But more likely outcomes are a stock market listing or a sale.

Managers must be prepared for the loss or limitation of their independence. But set against this is the prospect of considerable personal wealth if the business does well.

Case study: relaunched EuroDollar is number five in the world

Disposals lift turnaround prospects

In August, Mr Freddie Aldous finally bought the business he set up 20 years ago. Mr Aldous, EuroDollar's 64-year-old chairman, led an 11-strong management buy-out team, backed by Prudential Venture Managers, which acquired the vehicle rental business from TSB.

He had set up the Swan National car-hire business in January 1973 for his employer, UDT Industries, the credit finance company which was acquired by TSB in 1981. Swan National was relaunched in 1989 as EuroDollar, to reflect the company's growing international strategy, and now ranks as the fifth largest vehicle rental company in the world.

The sale was the latest in a string of disposals by TSB reflecting its decision to concentrate on its core retail banking business. In July, TSB sold Swan National Leasing, its vehicle contract hire business, to Forward Trust, the leasing arm of Midland Bank for £182.5m, and the Swan National car dealerships to Lex Services for £44m.

In the case of EuroDollar, Prudential Venture Managers, the arm of the Prudential which invests in unquoted companies, had been introduced to the deal early this year by the corporate finance division of Touche Ross, which was advising EuroDollar's management.

"We were competing against two other groups," said Mr Martin Clarke, a director of Prudential Venture managers which won the mandate in April after putting forward a proposal under which EuroDollar's management would retain a 40 per cent equity stake in the company.



Ready to go: an early market debut seems likely

Mr Clarke and the Prudential Venture Managers team spent the period between April and August in protracted negotiations with TSB which was advised by SG Warburg. "We had a willing vendor, but what they were most concerned to do was to get the deal and the price right," explains Mr Clarke.

The complexity stemmed from the fact that, on paper at least, EuroDollar was not a particularly attractive purchase. In its last half-year to March 31 1993, EuroDollar incurred a pre-tax loss of £7.9m, the result of a deterioration in trading conditions in foreign subsidiaries in Italy and France, part of the EuroDollar network in 27 countries, operating over 40,000 vehicles.

However the core EuroDollar UK business, which has 10 per cent of the UK market and is the largest provider of rental cars to the corporate sector in the UK, had continued to trade extremely profitably. Business

clients account for more than 70 per cent of its turnover, and it has a fleet of 12,000 cars and 1,000 vans, operated from some 106 branches across Britain.

Under the terms of the £118m buy-out deal, TSB received sale proceeds of £59.9m, comprising cash of £22m for the net assets of EuroDollar which amounted to £20.4m on March 31, and £37.5m in respect of inter-company debt. The balance of £58.1m was used to repay existing company's debts.

Financing facilities totalling £192m were negotiated and arranged by Prudential Venture Managers, which holds a 20 per cent equity stake. The other equity investors, sharing a 40 per cent stake, were Charterhouse Development Capital, Electra Private Equity Partners and Morgan Grenfell Development Capital.

Both Mr Clarke, of Prudential Venture Managers, and Mr Norman Murray, deputy chief executive of Morgan Grenfell Development Capital, have joined the

EuroDollar board.

In addition to the £61m in equity, which was used to finance the acquisition, provide working capital and discharge the borrowings of the foreign subsidiaries, Lombard North Central, Forward Trust, UDT and Gmac (General Motors Acceptance Corporation) provided £100m of leasing finance, and the National Westminster group provided £31m of bridging loan finance, mainly to acquire vehicles from TSB which are being sold and exchanged for leased vehicles enabling the bridging loan to be repaid.

As Mr Clarke notes, one particularly striking feature of the deal, which was the biggest management buy-out in the 1993 third quarter, is that the company has been unencumbered with conventional term debt from the outset.

Since the buy-out, the company has moved quickly to restructure its overseas operations and has already sold both of its loss-making subsidiaries in France and Italy. The new board is understood to have been particularly keen to sell the Italian business, which it had thought might have to be closed.

As a result, EuroDollar's turnaround prospects have been strengthened, and an early market debut, perhaps within 12 to 24 months, seems likely. EuroDollar's price tag could yet end up looking like a bargain.

Paul Taylor

LEYLAND TRUCKS

Barclays Development Capital Limited arranged equity finance of £5 million for the management buy-out of Leyland Trucks.

Equity provided by Barclays Development Capital Limited and Barclays de Zoete Wold Buy-Out Trust II.

June 1993



Barclays Development Capital Limited arranged equity finance of £1.775 million for the management buy-in of LMS International Limited.

Equity provided by Barclays Development Capital Limited and NatWest Ventures.

November 1993



Barclays Development Capital Limited provided equity finance of £1 million for the management buy-in of Xenon Holdings Limited.

Equity provided by Barclays Development Capital Limited.

October 1993

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مكتبة الامير

MANAGEMENT BUY-OUTS 7

Esops are a convenient way to give shares to employees, says Peter Carty

'Something in it for you, too'

Widening employee share ownership during a buy-out, through an employee share ownership plan (Esop), is not a priority for most buy-out teams - which may seem surprising.

"It's much easier if you can go to the employees and say, 'Well, we've bought the company, but there's something in it for you'," says Mr Mark Anderson, director of Esop and buy-out specialists New Bridge Street Consultants. The Esop provides a convenient mechanism for share distribution to employees.

However, in the UK there are only 50 to 70 pure Esops, under which all employees are offered shares, according to the Esop Centre. Around 20 per cent were set up under buy-outs.

Under an Esop, an employee benefit trust (EBT) is set up. It buys equity with a loan guaranteed by the company. The allocation of shares can be deferred until a time when the management has its hands less full with the buy-out. Capital and interest payments on the loan by the company are tax deductible.

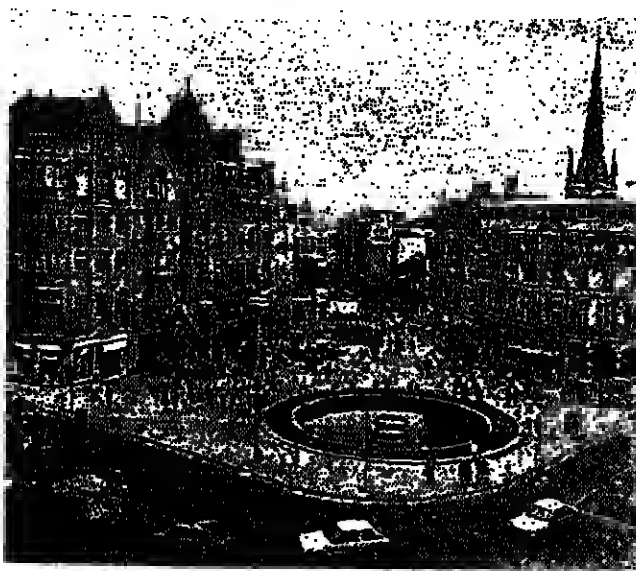
A profit-sharing trust (PST), in a form approved by the Inland Revenue, is often set up in tandem with the EBT, to distribute the shares. If employees hold the shares given to them by the trust for five years, income tax is not levied on them.

In the 1980s, high profile private-sector buy-outs involved Esops, with MFI's MBO perhaps the best known. They are no longer so prominent.

"The Esop is an additional complication, and an MBO is already a very complicated transaction," explains Mr David Reid, tax partner and Esop specialist with solicitors Clifford Chance. Buy-outs have to be arranged in secrecy. "The Esop is essentially a further party to the transaction."

The business climate is unfavourable. "Esops often involve gearing, and people have cut down on that recently," says Mr Anderson, though he adds that this is not a problem where shares are offered to the workforce at full value.

It is necessary to look to the public sector to see Esops playing a more significant role



Sheffield saw one of the biggest employee buy-outs involving an Esop

in buy-outs. Service organisations with unionised workforces look on employee buy-outs as the preferred method of privatisation, and an Esop is often used to distribute shares. Port authority and bus service buy-out teams have used Esops, which are also likely to feature in rail privatisation.

The biggest employee buy-out this year involving an Esop is believed by its managers to have been that of Mainline Partnership, a £50m-turnover, 880-bus company, which provides services for the Sheffield area. It was purchased from the Yorkshire Passenger Transport Authority by its 2,200 staff. Shares are being allocated on the basis of length of service.

Another large bus company employee buy-out with an Esop in tow is in the pipeline. Last month, Manchester Passenger Transport Authority nominated an employee team as the preferred purchaser for GM Buses South, a 2,000-employee, £50m-turnover company, servicing the conurbation's southern half.

"There will be an Esop," confirms the leader of the buy-out team and managing director designate, Mr Peter Short. "We've been looking at a structure in outline that would involve both an EBT and a profit-sharing trust."

The ownership structure is

still being discussed with funding institutions, but the aim is clear. "The hope is that the employees will hold approaching, if not actually, 51 per cent," says Mr Short. The deal should be concluded by the end of the year.

Quadron Services is distributing shares to its 400 employees. Based in Weston-super-Mare, the £11m-plus turnover company was born this autumn out of an employee buy-out of Woodspring district council's contract services arm. It is involved in cleansing, grounds maintenance, building, leisure and catering services.

A PST was not set up. The company is prepared to meet the relatively small tax liability arising on the shares on its employees' behalf. "It's administratively easier to do it that way, given the amounts involved," explains Mr Robin Blagburn, senior corporate finance manager at Unity Trust Bank. The bank often advises trade unions in privatisation buy-outs.

Communicating the potential benefits to the workforce has not been easy. Five trade unions were involved in the buy-out negotiations. "EBTs, Esops in themselves are complicated devices," says Mr Mike Martin, buy-out team leader and managing director. No one group has overall control of the company. The

largest portion of equity, 45 per cent, will go to the employees, while management gets 30 per cent and funding institutions the remainder.

Some of the venture capitalists approached were not enthusiastic about the size of the employees' stake. "They were interested in the concept, but not perhaps to the degree that we were interested in pursuing it," says Mr Martin.

The workers will have to purchase most of their allocation. "We want everyone to be a stakeholder," says Mr Martin. "We also want them to be dipping into their own pockets, because we think that means something." The size of the stake on offer in each employee is between £200 and £6,000 worth of shares.

Mr Martin stresses that it is too early to see whether the new ownership structure will be successful. He is mindful of problems with other deals, including the outcome of last year's £31m Medway Ports buy-out.

In September, a year and a half after the deal and in a more promising economic environment, the company was sold to Mersey Docks and Harbour Board.

Medway as being of strategic importance and paid £104m. Three hundred dockers, who had left the company after restructuring, lost out on the bonanza, receiving £2.50 for their shares against the £37.25 they fetched nine months later.

Mr Martin says that Quadron will take measures to avoid a similar situation as far as possible, including revaluation of shares at six-monthly intervals.

Esops might be more popular for buy-out teams if reforms took place. Their rarity is due to the unsatisfactory nature of available structures, according to Ms Susie Hughes, director of the Esop Centre. Case-law Esops are, in theory, open to challenge by the Inland Revenue. Problems with the 1989 Finance Act's Esop include its requirement that a majority of trustees be non-director employees. The Esop Centre hopes the government will make the statutory Esop more

user-friendly.

Case study: how Stead & Simpson trod the survival route

Suitable shoes for a Bimbo

Peter Gee, managing director of the traditional family shoe retailer, Stead & Simpson, has put his career on the line for a Bimbo - and the board is delighted.

The Bimbo in question may well have saved the 160-year-old company from extinction. It is insider speak for a management buy-in/buy-out, which involves both existing and outside managers.

S&S resorted to the transaction earlier this year, when it became apparent that this was the only way to survive. Four years under the ownership of property group Clayform Properties had squeezed both cash and investment at S&S.

"We were looking at a blank wall," says Mr Gee, whose family has been in the business since it was founded in 1824.

S&S's story in recent years makes unhappy reading. After years of independence as a solid, if somewhat dull company, Stead fell into the hands of aggressive developer Clayform Properties in 1988. Clayform was particularly attracted to S&S's 110 freehold high street properties.

Almost overnight, however, the property market collapsed. Clayform forced S&S to enter into a series of sale-and-leaseback transactions, which provided instant cash for the parent, but left the footwear retailer exposed to the volatile rental market.

When recession set in the following year, S&S found investment in its own business virtually impossible.

It was at this stage that Mr Gee, and Mr Martin Brayshaw, the finance director who came to S&S with the takeover, realised that the retailer had to escape from Clayform's shadow to survive.

In early 1992, they began to investigate the possibility of a management buy-out. By August they had a business plan and had recruited a team including a former British Shoe director to strengthen the merchandising division.

There was only one problem. The oppressed retail sector had fallen heavily out of favour with venture



Sticking to their last (from left): Peter Gee, Kenneth Bartle and Martin Brayshaw

capitalists.

S&S had several characteristics which made it unattractive to potential funders. First, it had been making increasingly heavy losses for three years. S&S would also need to invest in its business, with the return not immediately apparent. The lead time - the period between the design and sale of a product - is particularly long in the shoe industry.

Finally, S&S needed to be freed completely from the

almost unbelievably, S&S found ready listeners.

Apax had been on the lookout for a retailing investment. "Our view was that it was a good time to go back into the retail sector, the shoe sector in particular," says Mr Cyril Freedman, of Apax. After years of bloodletting, the UK shoe industry was beginning to show some signs of life.

S&S was attractive for several reasons: the well-known brand name and

The company was attractive for several reasons: a well-known brand name and reputation for value; focus on less fashion-conscious market towns; and strong administrative and financial controls

worries of funding debt, so it could focus on its products and presentation. Messrs Gee and Brayshaw found little sympathy for their plight with potential City financiers.

"They were chiefly looking at a company where they felt they could hold the sales line and cut out a load of costs to get profits," says Mr Gee. "But we had cut and cut costs as part of Clayform." S&S could cut no further. Instead, "what we had to do was drive sales forward."

Finally at the end of last year, S&S was introduced to venture capitalist Apax. Here,

reputation for value; a focus on less fashion-conscious market towns; and strong administrative and financial controls.

However, there remained the fact that S&S's unusual needs made it something of a gamble. For Apax, the only way to reduce the risk was to add new management and demand a greater equity stake, along with a higher than normal degree of financial commitment from the team.

"It was very important that the people involved had a lot to lose and a lot to gain," says Mr Freedman.

Enter S&S's current

chairman, Mr Ken Bartle, with retail experience, particularly in merchandising, covering Trueform, Freeman Hardy Willis and Lilywhite's. He replaced one of the original team, at Apax's request.

The revised management team was then asked to put up £500,000 to back Apax's £4m investment. Apax would get a 70 per cent stake in return.

Clayform, anxious to reduce its debt, sold the S&S business and £3.5m in borrowings for £1. Apax's investment was used to pay off the debt and clear the overdraft. By the middle of May, S&S was ready to start its new life with cash of £750,000 and banking and credit facilities of £1.75m.

Although these are still early days and cash is still tight, S&S's management is convinced the Bimbo has done its work. It has given S&S the headroom to focus on longer-term investment, while also dealing with the day-to-day battle in the high street. Apax and the management have even put up further funding for S&S to purchase 22 more retail outlets.

Apax, for its part, is looking to stay with S&S for at least three to four years. At that stage, the footwear retailer that fell for a Bimbo may well return to the market.

Peggy Hollinger

Astute MBO advisors always look carefully at what is on the table.

LEADING DEBT ARRANGERS				
	TOTAL NUMBER	TOTAL VALUE (£M)	AVERAGE VALUE (£M)	NUMBER OF INVESTMENTS
1. BANK OF SCOTLAND	82	1,452	18	140

A glance at the table above will reveal that Bank of Scotland has maintained its position as the leading provider of bank finance for MBOs.

We have a continuing, long term commitment to the MBO market. Our consistent presence, while others have come and gone, gives our clients peace of mind.

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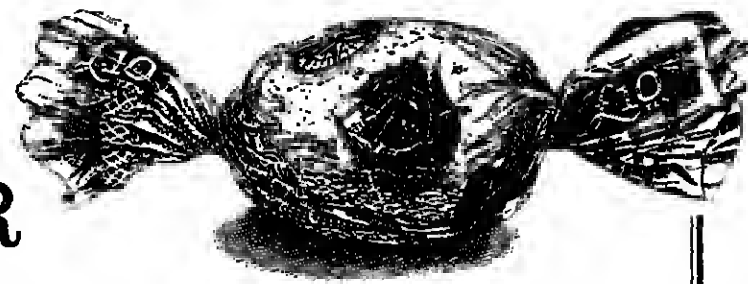
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MANAGEMENT BUY-OUTS 8

The accountants: when do interests conflict?

'The coffee machine may undermine Chinese walls'

Pressure is growing for reform of the rules governing conflicts of interest in corporate finance, as accountants muscle in on management buy-outs.

Increasing numbers of accountants recognise the tensions in acting for a range of different parties in a transaction. Yet so far, few of these concerns are reflected in any professional guidelines.

Mr Howard Leigh, managing director of Cavendish Corporate Finance, says: "Whoever is retained to sell a business should not be advising on buyers, and those who want to keep the audit of both should not advise either."

He points out that, if the auditors are asked to conduct due diligence, they will end up investigating their own files, which throws up a clear conflict of interest.

If they are advising the company on whether to accept an MBO and at what price, while also advising the MBO team and knowing how much money they will be willing to accept, then they are in a conflict.

The larger accountants traditionally brush off such criticism. They argue that such commentary is self-interest on the part of smaller firms and boutiques that are missing out on work going to the larger firms.

Certainly, Mr Andrew Pollock, of Rees Pollock, a London-based firm, admits that there is still prejudice by potential clients in favour of using the Big Six accounting firms on the basis of their reputation. "There is conservatism: the IBM factor is going to rule for ever. Clients go for safety," he says.

The big firms talk about Chinese walls, the use of different partners or different offices to conduct the different assignments, and other safeguards to prevent any conflict.

"We have a rule that if we do due diligence and the audit, we will use entirely separate teams," says Mr Neil Lerner, head of corporate finance at KPMG Peat Marwick. "Where both parties are clear about our role, we are happy to act

Leading accountants

	Number of deals
KPMG Peat Marwick	145
Coopers & Lybrand	85
Pricewaterhouse	63
Touche Ross	62
Ernst & Young	45
Arthur Andersen	38
Others, none, not known (duplication)	(5)
Total	425

Qualifications acted in £10m-plus deals

Source: KPMG Corporate Finance

on both sides. The most important thing for the finance houses is to ensure a steady flow of deals."

However, Mr Leigh says: "The partners meet and talk at the coffee machine. You should not advise in a situation where you end up face to face with yourselves." He says concern over potential profit-sharing, or the risks of litigation if things go wrong, acts as an incentive for partners - who are all equity-holders in the same firm - to share information, too.

These are not purely theoretical concerns. "Everyone denies it happens, but it does,"

The larger accountants brush off criticism as self-interest on the part of smaller firms and boutiques, who are missing out on work

says Mr Leigh. He highlights the case of a deal with six parties, each represented by a partner from the same firm. "They knew there was a problem, but they wouldn't stand down. Things had gone too far."

Some of the larger firms are also changing. Mr Ian Krieger, head of buy-outs at Arthur Andersen, says: "We have a policy that, if advising management, we won't do the due diligence. We don't feel comfortable otherwise. But we're in a minority. I think there is a need for new rules. Until that happens, people are going to work on both sides of trans-

actions."

A second concern is the growth in contingency fees. "There is a lot of ambiguity," says Mr Leigh. "People huff and puff about bonuses or premiums on the audit fee." He says there should not be any discount or contingency element in the audit fee or investigation work.

That issue is reflected in current ethical rules for accountants, which outlaw contingency fees on activities where a professional opinion on financial information is required.

Mr Jack Worsley, chairman of the chartered accountants' joint ethics committee, says there are also plans to introduce draft new rules early next year. These would recommend greater transparency in fee structures, and outlaw any contingency element linked to the audit or other professional opinion on financial information.

But he says there are no plans yet for any wider rules that would limit the potential conflicts of an accountant acting on both - or several - sides in an MBO transaction.

Meanwhile, there seems to be plenty of money available for MBOs, but a frustrating lack of deals. Howard Leigh says: "Staff in venture capital houses have been doing less, because deals have collapsed and they are now subjecting them to more scrutiny. But they want to get the deals out before the end of the year."

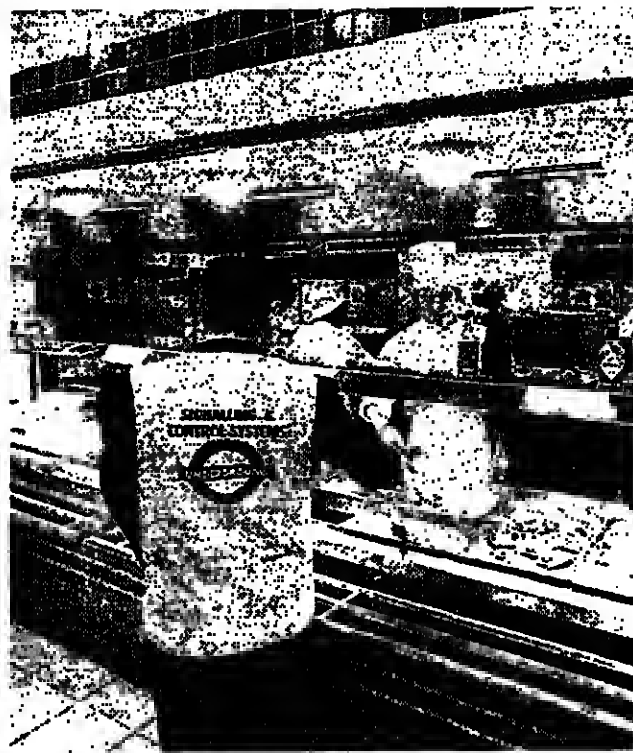
Ian Krieger says: "There's a lot of equity money around. The funds are plentiful, but there are not an awful lot of deals around. But business is pretty good. In the last year, we've been quite lucky and our deals have come to fruition. It's the luck of the draw."

And Neil Lerner adds: "I think everybody who is honest would admit that 1993 has been difficult. We have had a buoyant year in privatisation and mergers and acquisitions. The only disappointing area has been MBOs."

Andrew Jack

The lawyers: 'no hay, no pay'

Living with the fees squeeze



Don't eat: London Underground's 28 staff dining suites are served by Gardner Merchant, subject of the biggest UK MBO of the 1990s. Lawyers hope that deal forestalls a second helping of big buy-outs. Picture: Tom Storch

among the advisers to the deal. There is an obvious overlap with the due-diligence work that accountants and lawyers do, for example, which has to be avoided, says Mr Layton.

The recession has also clearly had an effect on the way deals are likely to be structured in the foreseeable future. John Kitching, of Lovells, says that, faced with restructuring a number of the more complex deals put together during the boom period at the end of the 1980s, lawyers learnt the hard way whether their original documentation was any good or not.

Unscrambling and restructuring deals where the agreement of large syndicates of 20 to 30 banks is required has proved particularly stressful. But the positive side, says Mr Kitching, is that those who have slogged it out during the recession will have a better knowledge of what the market will and will not back, which they can use in

the future. Adam Greaves, of Goudens, who has just advised on the restructuring of Maritime Transport Services, a £155m MBO which he worked on in 1990, confirms that the experience of unscrambling some of the more optimistically structured deals of the late 1980s will result in much simpler deals in future. The days of ratchets are gone, he says. The trend is towards simple equity share structures, so that if it works it works, but if it doesn't you can at least start again without the complexities of past deals.

All the lawyers are agreed, however, that the level of MBO activity has picked up over the past six to nine months. There have been a lot of flotations at the exit end and a lot of small MBOs, many financed without institutional money by so-called "business angels", says Adam Greaves.

Matthew Layton says there

Leading solicitors	Acting for equity/debt holder	Manager	Total
Clifford Chance	87	29	116
Ashurst Morris Crisp	46	13	59
Allen & Overy	33	11	44
Sl Legal	47	0	47
Lovell White Durrant	27	7	34
Macfarlanes	23	0	23
Herbert Smith	13	9	22
S J Berwin	8	14	22
Alex Wilson	10	16	26
Dickson Minto	12	13	25
Everheds	6	19	25
Slaughter & May	10	14	24
Freshfields	19	3	22
Wilde Sapte	20	1	21
Turner Kenneth Brown	9	11	19
Norton Rose	11	7	18
Cameron Mackay Hewitt	13	5	18
Nabarro Nathanson	8	10	18
Travers Smith Gresham	8	5	13
Wragge & Co	3	10	13
Dibs Lupton Broomfield	2	9	11
Simpson Curtis	2	9	11
Linklater & Paines	7	3	10
McGrigor Donald	4	5	9
McKenna	3	6	9
Osborne Clark	1	7	8
Pineau	1	3	4
Simmons & Simmons	1	3	4
Taylor Johnson Gerratt	1	3	4
Kinball & Co	0	5	5
Addleshaw	1	4	5
Hallwell Lindsay	0	5	5
Dundas & Wilson	0	1	1
Berwin Leighton	2	2	4
Theodore Goddard	0	4	4
Walker Morris	1	3	4
Edgar & Elmhurst	1	3	4
Bird Sample	3	1	4
Mackay Murray Speers	1	3	4
Other/None/Duplication	(5)	140	105
Total	425	425	850

Qualifications: £10 million plus deals, acted in last 12 months

Source: KPMG Corporate Finance

may have been a slight downturn in the actual number of new MBOs, but there is still plenty of activity because, although debt is harder to obtain than it was in the late 1980s, there is still a lot of equity money in the market looking for a suitable home.

Lawyers have become more proactive and creative in looking at new structures in recent years, partly because the lack of available debt forced them to find alternatives to standard senior debt financing, but also because vendors have become increasingly interested in retaining stakes in the buy-out vehicle. Some deals these days are structured more like joint ventures, he says.

Lower interest rates have been good for buy-outs, but they also mean there is less pressure on vendors to sell; and, as they don't want to sell at a low point in the market, they prefer to keep an equity stake

in the joint venture. These deals are much more complex from a legal point of view, Mr Layton adds.





Tony Keel says he thinks the supply of senior debt has actually expanded again, particularly compared with six months ago. The evidence of that is the Gardner Merchant deal, he says. But he agrees that the structure of deals has changed.

"They are now much more conservatively structured. In the heyday of the late 1980s, deals were being structured with debt-to-equity ratios of 8:1, now 1:1.33 is the norm."

The unspoken hope of the MBO lawyers is that the Gardner Merchant deal represents the first of a second wave of bigger buy-outs. If that turns out to be the case, perhaps it will at last enable them to return to what they regard as more realistic rates for the job.

Robert Rice

NatWest Ventures has led or co-led nine MBOs over £10 million during the last 12 months

<p>£122,000,000</p> <p>Acquisition of</p> <p>F.A. Wellworth and Company Limited</p> <p>by</p> <p>Erne Holdings Limited</p> <p>Institutional equity led by</p> <p>NATWEST VENTURES</p>	<p>£57,900,000</p> <p>Acquisition of</p> <p>Goldsborough</p> <p><small>THE COMPLETE PRIVATE CARE SERVICE</small> <small>Nursing • Homecare • Care Homes • Care Centres</small></p> <p>Institutional equity led by</p> <p>NATWEST VENTURES</p>	<p>IRE28,000,000</p> <p>Acquisition of</p> <p> BELL LINES <small>International Freight Transport</small></p> <p>by</p> <p>Bell Freight Transport Group Limited</p> <p>Equity co-led by</p> <p>NATWEST VENTURES</p>	<p>£16,900,000</p> <p>Management Buy-Out</p> <p>of</p> <p></p> <p>National Leisure Catering Ltd</p> <p>from</p> <p>Wembley plc and ARA Services plc</p> <p>Equity led and arranged by</p> <p>NATWEST VENTURES</p>	
<p>£20,000,000</p> <p>Management Buy-Out</p> <p>of</p> <p>Benjamin Priest Group Limited</p> <p>Equity co-led by</p> <p>NATWEST VENTURES</p>	<p>£10,900,000</p> <p>Acquisition of</p> <p>Lucas Engineering and Heating Systems Business</p> <p>by</p> <p></p> <p>Equity co-led by</p> <p>NATWEST VENTURES</p>	<p>£15,500,000</p> <p>Management Buy-Out</p> <p>of</p> <p>Radiodetection Limited</p> <p>Equity co-led by</p> <p>NATWEST VENTURES</p>	<p></p> <p>Buy-Out</p> <p>of</p> <p>111 pubs</p> <p>from</p> <p>Bass Taverns</p> <p>Equity led by</p> <p>NATWEST VENTURES</p>	<p>Robison & Davidson (Newco) Limited</p> <p>Multi-Million Pound Management Buy-Out</p> <p>from the Receiver of</p> <p>Lilley Group plc</p> <p>Joint equity syndicate leader</p> <p>NATWEST VENTURES</p>

NatWest Ventures – An appetite for MBOs

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The regions: Ian Hamilton Fazey assesses activity outside London

More deals transcend borders

The regional pattern of management buy-outs in the UK changed dramatically in 1993, with surges of activity in Scotland and two English regions - the south-east and the north-west - but it is probable that nothing much can be read into this.

There were sharp declines in share in south-west England, East Anglia and the north, and smaller ones in Yorkshire and Humberside, the West Midlands and the East Midlands, while Wales and Northern Ireland slightly improved their normal, if small, shares.

The figures, which relate to the first six months of the year, have been collected by the Centre for Management Buy-out Research, at Nottingham University. How significant they may be, however, is obscure.

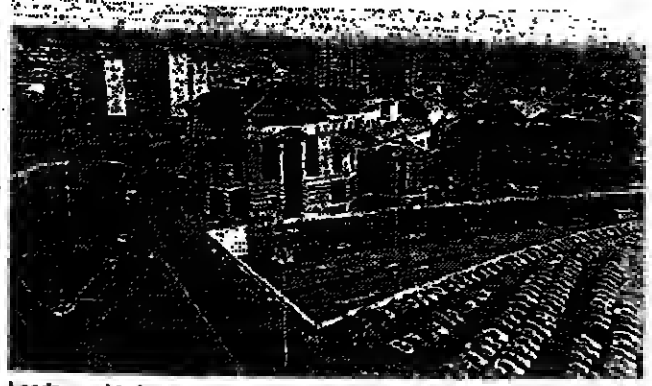
Dr Ken Robbie, research fellow in the centre, says this is because management buy-out and buy-in activity suffered a sharp decline in the first six months, recording the lowest first-half total since 1987. This means changes in regional shares may well not herald a new pattern.

Only 206 deals were completed in the first six months of the year - about 27 per cent down on the same period last year. The aggregate market value of £1.52bn fell about 10 per cent. Activity cannot therefore be seen as "normal". Individual deals - or taking longer than usual to conclude them in some areas - may have had a disproportionate effect.

The south-east shows how erratic the change in shares appears. After falling back to 32 per cent of the national market in 1992, it shot up to 39.3 per cent of the first-half deals of 1993 - the highest it has ever achieved.

The north-west, which is the second highest UK economic region after the south-east, also picked up to a record share - 11.3 per cent, against 10.6 per cent in 1992. Scotland surged most, moving from an 8.8 per cent share to 13.6 per cent.

The highest dives were in the south-west, which plunged from 8.1 per cent last year to 3.6 per cent in the first two



Leeds provided professional advice in the Leyland deal

Photo: News Agency

quarters of 1993, and the north of England - the north-east and Cumbria - where the 1992 share of 5.2 per cent collapsed to only 1.8 per cent. East Anglia went from 4.7 per cent to 3.0 per cent.

Yorkshire and Humberside fell by only 0.2 percentage points to 7.7 per cent, the West Midlands by 0.5 points to 3.3 per cent and the East Midlands by 0.4 points to 6.6 per cent. Wales's share moved up slightly from 4 per cent to 4.2 per cent, as did Northern Ireland's, from 0.5 to 0.6 per cent.

What Dr Robbie has noticed, however, is an increasing number of deals involving people working across regional borders. The most notable example was the buy-out of Leyland Trucks from DAF (see this page). The plant is in Lancashire, but most of the professional advice came from corporate finance experts, lawyers and other professionals in Leeds, led by Coopers & Lybrand.

This is different from before. The rise of regional financial centres such as Manchester, Leeds and Birmingham had seen each regional capital keeping deals within the region - and the professional fees generated very much to itself.

The reduction in general levels of activity is one reason why there may now be some "poaching" in neighbouring regions.

Another is rationalisation within professional firms, with a few top consultants operating on a super-regional basis - covering the whole of the north, say, from Manchester or Leeds - but drafting in local

reinforcements when deals move into the final stages of processing.

At the other end of the scale, polarisation of financial and professional services into regional capitals can rebound.

Some companies on Merseyside, for example, resent having to go Manchester for advice. Grant Thornton, the accountancy firm, has therefore put a substantial corporate finance resource into Liverpool, headed by Mr Amin Amiri.

Some advisers are sceptical about the management buy-out market anyway. Mr Lindsay Forbes, director of the British Linen Bank - the merchant arm of the Bank of Scotland - in Manchester, thinks most have been nothing special.

There were many of them in the regions, because of the way many national companies bought subsidiary companies in the 1980s and spread their branch factories around the country. When they had to rationalise, they started looking in the regions.

Moreover, many of the companies were bought cheaply by their managements from divesting parents which were anxious to be rid of them. They have not had to do much to perform well enough for backers to look to flotation around now to realise their investments.

Mr Forbes says that there remains a shortage of good deals, partly because there are now fewer motivated vendors, but more importantly because there is a perpetual shortage of good managers who can triumph when there is not much general scope for

improvement.

A mediocre management can hide its deficiencies when there is only slight economic upturn if price-to-earnings ratios take a quantum leap from a low base. If the price of a buy-out was five times earnings three years ago and it can be floated at 15 times much higher earnings now, everyone makes a great deal of money.

But a company that costs 12 times earnings now, in an improving economic climate, will probably have to float or be sold at more than 20 times earnings to achieve similar gains. This will require very good management, and this is in shorter supply than deals.

"There's a lot of money looking for a quality home - and not enough quality homes," says Mr Steven Hartley, Manchester corporate finance partner of Stoy Hayward, the accountants, summing up the current regional MBO market.

In spite of this, Stoy Hayward has been lead adviser in several MBOs this year, including M&I Materials, Palatow, Armourshield, Sondhi Kellar and Lorco Hygiene, and one MBI - Xenon Holdings. Mr Tony Hyams, regional director of Barclays Development Capital, also remains bullish. He thinks one reason why the north-west has improved its national share this year is because the financial and professional services sector has developed so strongly in Manchester.

"Over the past few years we have seen a discernible trend for the money to move where the industry is. There is also an increasing preference in industry to deal with local advisers wherever possible."

Meanwhile, the cautious approach of many quoted companies and trade buyers towards acquisition often leaves the existing management in a strong position as potential purchasers.

"Those choosing the MBO route will find plentiful funds in the regions, not only from venture capitalists, but also from banks which have taken far less of a battering in the north than the south," Mr Hyams added.

When Dutch commercial vehicle maker DAF collapsed at the beginning of this year, receivers in both the Netherlands and the UK found themselves picking up a bewildering array of pieces.

But their underlying resolve, to find solutions which would keep as much as possible of the business as going concerns, paid off.

The group has been split up, with several different owners and substantial refinancing. But workforces have been retained - though they are much shrunken - and trucks are continuing to come from assembly lines in Holland, Belgium and Leyland, Lancashire, with vans still being made at Washwood Heath, near Birmingham.

It nevertheless took several months to pull together the management buy-out led by Mr John Gilchrist at the Leyland truck manufacturing plant, once the headquarters of UK state-owned Leyland Vehicles which DAF effectively took over in 1987.

That potential backers were not falling over themselves to come forward is not surprising, for what is now Leyland Trucks Manufacturing is operating in markets which have been undergoing one of their most savage recessions since the second world war. In some Continental regions, its end is still nowhere in sight.

In leading the buy-out, Mr Gilchrist, who had been managing director of Leyland DAF, the UK subsidiary of the collapsed group, finally found backing in the form of £5m of equity funding from Barclays Development Capital, with working capital finance provided by National Westminster Bank in a total package estimated at some £40m, although the total has never been formally disclosed.

By the time a deal was concluded with the receivers, Mr John Talbot and Mr Murdoch McKillop, of accountants Arthur Andersen, Leyland's workforce had been slashed from 2,200 to 700.

But a structure was also emerging from the ashes of the old group, which has provided Leyland Trucks Manufacturing with a "captive" customer, while also allowing it to pursue other possibilities for manufacturing vehicles for other truck companies.

The "captive" customer is DAF Trucks NV, formed in March with £370m in equity and loan backing from the

Case study: Leyland Trucks defies the recession

Risen from the ashes



John Gilchrist maintains that Leyland is now a lower cost plant per vehicle than any of its rivals



Dutch and Flemish regional governments, banks and institutional investors, and which effectively represents a resurrection of the Dutch and Belgian truck manufacturing and distribution operations.

Mr Gilchrist's company has signed a long-term contract, under which Leyland's truck output will continue to be sold through "new" DAF's continental outlets.

The company has signed a long-term contract, under which Leyland's truck output will continue to be sold through "new" DAF's continental outlets

As part of what Mr McKillop describes as the biggest and most complex manufacturing receivership in the UK since the collapse of Rolls-Royce in the early 1970s, the rescued Dutch company also reached agreement with the UK receivers to acquire Leyland DAF Trucks, the "old" DAF's former UK marketing and sales arm in Thame, Oxfordshire.

Thus the Leyland company is also selling to a Dutch group back in control of the UK dealer network, and so providing the key market for the 15 series light trucks and some heavier models produced at Leyland.

The Leyland MBO was also made possible in part by the

entire 230-acre site being acquired from the receivers by Lancashire Enterprises, the development arm of Lancashire county council, for development as a business and technology park - thus cutting costs for LTM, which is merely leasing the site of the assembly plant.

Apart from the slashed workforce, far-reaching reforms in working practices

leader Iveco Ford.

Mr Gilchrist has forecast a turnover of £140m, and an output of about 8,000 trucks annually from 1995, and asserts that the company will be shown to be profitable when the results for the financial year to the coming December 31 are disclosed.

Mr Gilchrist's backers - he refuses to discuss the company's shareholding structure - still have some time to wait before the true strength of the company's renaissance can be judged. It is, for example, lacking the normally lucrative revenue stream which a manufacturer can expect from the sale of parts.

It derives only a royalty income from them, the parts distribution company having been the subject of a wholly separate management buy-in. In the long term, substantial investments will be required in new products - one of the key factors which brought the old DAF group to its knees.

Mr Gilchrist is undeterred: "Challenging market circumstances overwhelmed our former parent company. But they have created here one of the leanest manufacturing operations in the European automotive industry."

John Griffiths

Coopers & Lybrand

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British International Helicopters

£32 million management buy-out

Coopers & Lybrand advised the management team

Interactive Media Services

£13 million management buy-out

Negotiated and arranged by Coopers & Lybrand

Gardner Merchant

£402 million management buy-out

Coopers & Lybrand advised the financiers

Leyland Daf Vans

Management buy-out

Negotiated and arranged by Coopers & Lybrand

Leyland Trucks

Management buy-out

Negotiated and arranged by Coopers & Lybrand

Thorn Lighting

£162 million management buy-out

Coopers & Lybrand advised Investcorp

In the year to 30 September 1993, Coopers & Lybrand was involved in 50 buy-outs and buy-ins with a total value in excess of £1.2 billion.

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MANAGEMENT BUY-OUTS 10

The US: Patrick Harverson analyses the fall in activity

Trampled by the bull

After the 1980s debt binge, the US management buy-out business is suffering a prolonged hangover. Buy-out activity since 1990 has been extremely light, and the business has slowed down even further this year.

According to Securities Data, the financial information services group, so far this year 131 management buy-out deals have been announced, worth a total value of \$2.95bn. (The figure includes deals that have been unveiled but not yet completed, and the total runs up to November 16.)

This compares unfavourably with the totals for 1992, when 151 deals, worth \$5.6bn, were announced, and 1991 (170 deals, worth \$4.8bn). This year's total, however, could yet be improved if, as many investment bankers expect, the Kmart subsidiary Payless is taken private before the end of the year in a buy-out that could be worth as much as \$1bn. Even with the Payless deal, the 1993 total is still meagre by comparison with the late 1980s, the heyday of the MBO business. In 1989, 298 MBD deals, worth \$34.4bn, were announced, and in 1988 - the peak of the boom - 294 management buy-outs worth an astonishing \$84.5bn were announced.

Various factors have been behind the downturn in the MBO market. They include:

- The collapse of many of the big leveraged buy-outs of the 1980s scared many potential investors away, possibly for good.

- Financing has dried up, although banks are now back in the market, albeit with considerable caution.

- Some of the tax loopholes of a decade ago, which made breaking up a company after a buy-out so attractive, have been closed.

- The roaring bull market in equities has made it much more profitable for companies seeking value to sell their stock to the public, rather than take it private in a buy-out. And the rise in stock prices has valued companies so highly, that they are simply too expensive for management or buy-out boutiques to consider acquiring.

As one corporate finance executive at a top Wall Street



Looking up? Many Wall Street specialists are raising funds in preparation for an upturn in activity

firm explains: "You can't really do buy-outs at these prices. [The high valuations] mean that sponsors have to put in a lot more common stock, and the returns, and the deals the management group gets, are less juicy. There is a lot less incentive for everyone to pursue buy-outs now."

The result has been a sharp drop-off in activity, not just measured by volume, but also in terms of the size of deals announced. Last year, the biggest MBO, the Kohlberg Kravis Roberts-led purchase of American Reinsurance from Aetna Life & Casualty, was worth \$1.4bn.

In contrast, the largest deal so far this year has been the \$425m acquisition of Purina Mills, British Petroleum's animal-feed subsidiary. Purina was bought for cash by its management with the help of the Sterling Group, a private investment group from Houston, Texas.

After the Purina deal, the next largest transactions were two buy-outs valued at \$300m: one of General Motors' Allison Gas Turbine Division; the other of Du Pont's weapons manufac-

turer, Remington Arms. Both deals were put together by the firm of Clayton Dubilier & Rice. While many of the bigger name boutiques, like Wasserstein Perella (now minus the Perella), Kohlberg Kravis Roberts and Firstmann Little, have kept a relatively low profile, Clayton Dubilier has probably been the busiest buy-out boutique this year.

The firm has kept itself active by focusing on buying smaller companies that have been struggling to make a contribution to a much larger parent. In the case of GM's Allison and Du Pont's Remington, Clayton Dubilier found two companies which the firm believed would be better off separated from their parent group.

This search for the smaller deals highlights a recent trend. As Mr Jack Levy, managing director and co-head of mergers and acquisitions at Merrill Lynch, puts it: "More often than not, the kind of buy-outs which are available today are subsidiaries of private companies, private companies, and the very occasional smaller public company. I can't think

of a large public company which has said in 1993: 'I want to go private.'"

Yet it would be wrong to suggest that the majority of operators in the field, with a number of bank subsidiaries having pulled out altogether. LBO France, which is known as leader for large transactions, has concluded no deals this year, because asking prices are too high, said its chairman, Mr Gilles Caben-Salvadore. "Prices must come down or French economic growth must pick up," he added.

Others take a brighter view. A team consisting of the Crédit Agricole subsidiary (Unicredit), Banque Nationale de Paris and Lazard's Partenaires fund has closed three large leveraged management buy-outs this year, all with an expected return on equity of more than 20 per cent, said Mr Eric Lecoys, general manager of Lazard Frères' Fonds Partenaires Gestion.

This is less than the 30 per cent achieved in the past, but it is still healthy because French long-term interest rates are now at a record low, be pointed out.

Overall, the sector has not suffered as much as it might have done. "Despite high real interest rates in the past few years, the recession and stricter bank lending terms, French leveraged buy-outs have held up reasonably well," added Marc Bradford, manager of Unicredit's structured finance division.

The market for medium-sized companies is "still fundamentally expansionary," and many family enterprises will need a solution to handover problems in the next decade, commented Mr Charles Diehl, director of

The recession in France has left a varied trail of damage in the leveraged buy-out business.

The worst of the economic downturn may be over, but caution remains the watchword for investors, banks and sellers. Some analysts estimate that total transactions are about 20 per cent down on two years ago, and that only four or five large banks are now active in the sector.

Average gearing for new leveraged deals, or debt-to-equity ratio, has fallen to between 1.5:1 and 1:1 from up to 5:1, according to Mr Dominique Peninon, director of Alpha Associates and president of the French Venture Capital Association (AFIC).

Some deals put together in the late 1980s are now shaky, even though the gearing never reached the spectacular heights of that in the US. Meanwhile, there has been a shake-out of operators in the field, with a number of bank subsidiaries having pulled out altogether.

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Ernest Antoine Seillière announced new proposals by employers

France: the banks lose enthusiasm

Not as bad as it might have been

Barclays Capital Développement

Prices in the middle range are now "more reasonable", because potential outlets are fewer. German and other European corporations that were looking for a foothold in France have other priorities, and the Paris second market for smaller stocks has been "a disappointment," Mr Diehl said.

The picture for the buy-out/buy-in balance is mixed. For some operators, buy-outs are still in the majority, while for others buy-ins have taken the lead. For Financière Saint Dominique, buy-ins are between 10 per cent and 20 per cent ahead, explained the firm's chairman Denis Mortier.

Whichever the case, perhaps more significant is the fact that tougher cash demands mean that it is the financiers rather than management who often end up controlling the enterprise.

One company that has carved out a niche in buy-ins, or rather in taking long-term minority stakes in family firms, is 3i. Each year, between

100 and 150 candidate bosses of about 40 years of age come forward. About 10 are selected, who then usually find the target companies themselves. Where 3i comes in is in putting the financial package together and in negotiating the deal, explained 3i director Mr Guy Zarzavatjian.

What has changed in the company's steady flow of deals is that the ranks of potential bosses have increased sharply over the past few years, as buy-offs because of corporate mergers and dwindling profits have hit more senior managers, Mr Zarzavatjian said. Another change is that only about 5,000 or 4,000 family firms are now healthy enough for 3i criteria, about half that of two years ago.

Even so, Barclays' Mr Diehl is "astonished by the number of very profitable medium-sized enterprises in France." This is because they have kept most wage increases at the rate of inflation or below, and have raised productivity.

On a positive note, there is plenty of venture capital around, waiting for the right

investment, and more spin-offs of healthy subsidiaries are expected to permit corporations to concentrate on core business. However, AFIC's Mr Peninon says that, instead of being sold directly, more firms could and should be spun-off in leveraged deals.

On the fiscal side, the industry may soon be given the flexibility it has been seeking in exoneration of capital gains tax on venture capital firms' and funds' investments, provided that more than 50 per cent are held in non-listed companies.

At the moment, this applies only if the target is the direct holding company of the operating subsidiary and holds less than 40 per cent of the voting rights. But this is rarely the case, as corporate holding structures are often two or three tiers deep, explained Mr Jean-François Court, chairman of AFIC's fiscal and legislation committee.

Hopes are now pinned on an amendment to the 1994 draft budget that will allow exoneration for gains on shares in any tier of the structure, provided that the 40 per cent rule is respected, he said.

A number of other technical aspects of venture capital operations should be ironed out soon. "This will not revolutionise the sector," but should promote buy-outs by making the venture capital business more "attractive and profitable," Mr Court added.

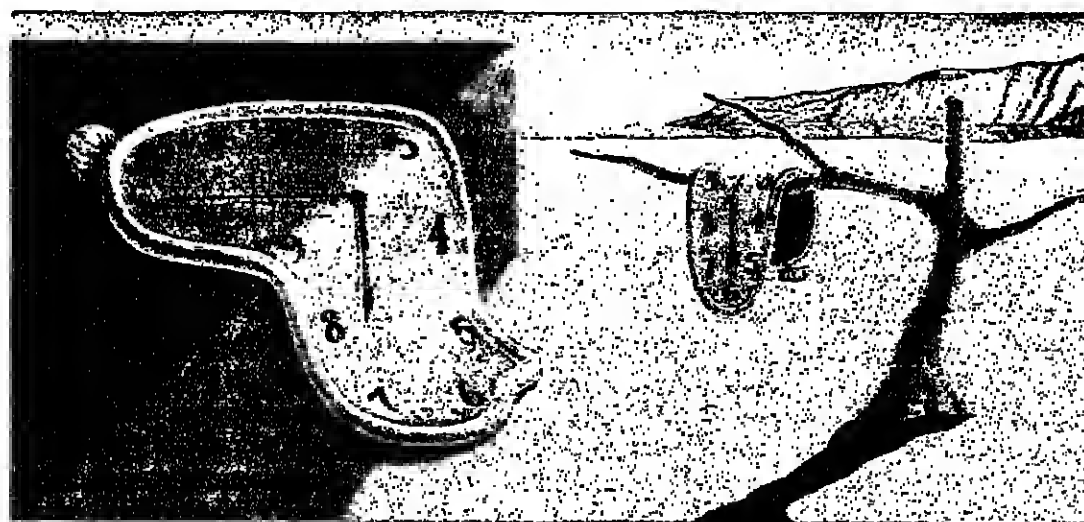
He welcomed proposals just issued by the CNPF, the employers' organisation, to promote the takeover of companies. Part of this would be to relax the rules on staff buy-outs, which are known in France as RES.

Announcing the proposals, CNPF vice-president Ernest Antoine Seillière said that RES deals had lost their appeal, causing the market to come to a standstill.

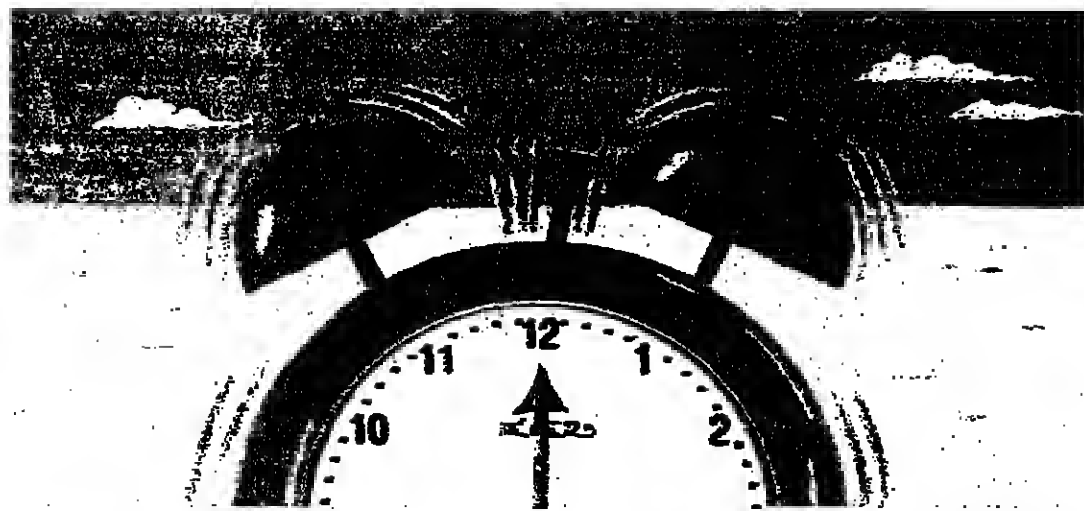
Budget minister Nicolas Sarkozy will be looking at the whole question of companies changing hands when the government's 1996 budget is prepared, and may include measures then. The government has a continuing policy of encouraging small and medium-sized enterprises, in order to create jobs.

The MBO business may not be booming for all, but at least the recession seems to be bottoming out, and regulations look as though they are going in the right direction.

Barbara Casassus



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MANAGEMENT BUY-OUTS 11

Germany: David Waller reports increased business

Almost respectable

Jodag Mobilsysteme, based in Heidehöfe in the middle of the rolling hills of the Schwäbische Alb, in the south-west German state of Baden-Württemberg, is typical of many *Mittelstand*, or medium-sized companies.

Typical in that, in the 90 years since it was founded, it has evolved from being a craft business into a modern manufacturing company, like many companies in south Germany. It started life making wooden carts used for transporting hay and manure; now, it is one of Germany's largest makers of portable containers used inter alia as temporary offices and accommodation across much of eastern Germany.

It was, until recently, a family-owned company. But the former owner reached retirement age without finding an obvious heir. In 1990, he turned 67 and realised that none of his five daughters, nor their husbands, was willing or able to take over the business.

The problem of management succession is common to many thousands of *Mittelstand* companies. Jodag's solution was highly unusual. Mr Wolfgang Sander, an engineer in his mid-fifties with a history as a company doctor, a desire for a new challenge and no previous connection with the container manufacturer, bought himself a major stake in the company, backed by the German arm of Si, the UK venture capital company, together with Candover and one domestic institution.

"It was very attractive for me to make such a move," reflected Sander recently, on the motivation behind the management buy-in. "It offered enormous opportunities for developing the business and my career. And, of course, there is the chance to make some money if all goes well."

Sander is still a rare breed in German industry – the experienced manager who is prepared to leave the security of a job in big business and willingly take the financial risks associated with a buy-out.

Rare, but not unique, as at least two other recent cases show. Mr Jürgen Grossmann, a main board director at the troubled Klockner-Werke diversified steel group, teamed up earlier this year with Dräger & Co, a



Down to basics: the recession has brought new attitudes to Frankfurt

Frankfurt-based investment banking boutique, to buy the group's special steel subsidiary for a symbolic DM2 (79p).

In November, two businessmen bought LVH – a large German food production company – from the DGB Bank, advised and backed by the Hamburg-based Thomas J.G. Matzan buy-out specialist and by CIB-Ver in London. According to Mr Dirk Brandis, at Matzan, this is one of Germany's largest and most complicated buy-outs, with the move to new ownership linked with a new commercial strategy for the loss-making company.

Together with Jodag, these transactions illustrate forces which are leading to increased buy-out and buy-in business in Germany. The volume of such deals is far from being enormous – indeed, advisers consider themselves lucky if they put together two or three deals a year. But in a market which has traditionally frowned on such transactions as an unpleasant intrusion of Anglo-American financial jargon, there has been a perceptible pick-up in business opportunities within the last six months alone.

The ultimate cause of this is

the German recession, which is hitting both large companies and *Mittelstand* companies hard.

Germany's big, publicly quoted companies are virtually all conglomerates. Many are now under financial pressure, forcing management to think hard about strategic priorities. "Portfolio clarification" has become a priority; managers are realising that businesses will have to be sold in order to concentrate limited resources on newly-identified core businesses.

The idea of "focus" still has a revolutionary flavour for German corporates, and as yet it is only the more troubled companies – such as Klockner Werke or FAG Kugelfischer – which are engaged in wide-ranging winnowing of their business portfolios. But analysts expect unbundling to gather favour through the 1990s, creating more opportunities for management buy-outs and buy-ins.

For the *Mittelstand*, the problems are different: the downturn has merely served to exacerbate the difficulties of finding successors to the ageing owner-managers who built up their businesses in the aftermath of the war.

"Often management is the most logical successor," comments Siegfried Drüker, whose firm backed Mr Grossmann's buy-out from Klockner-Werke. "A management buy-out is the obvious solution."

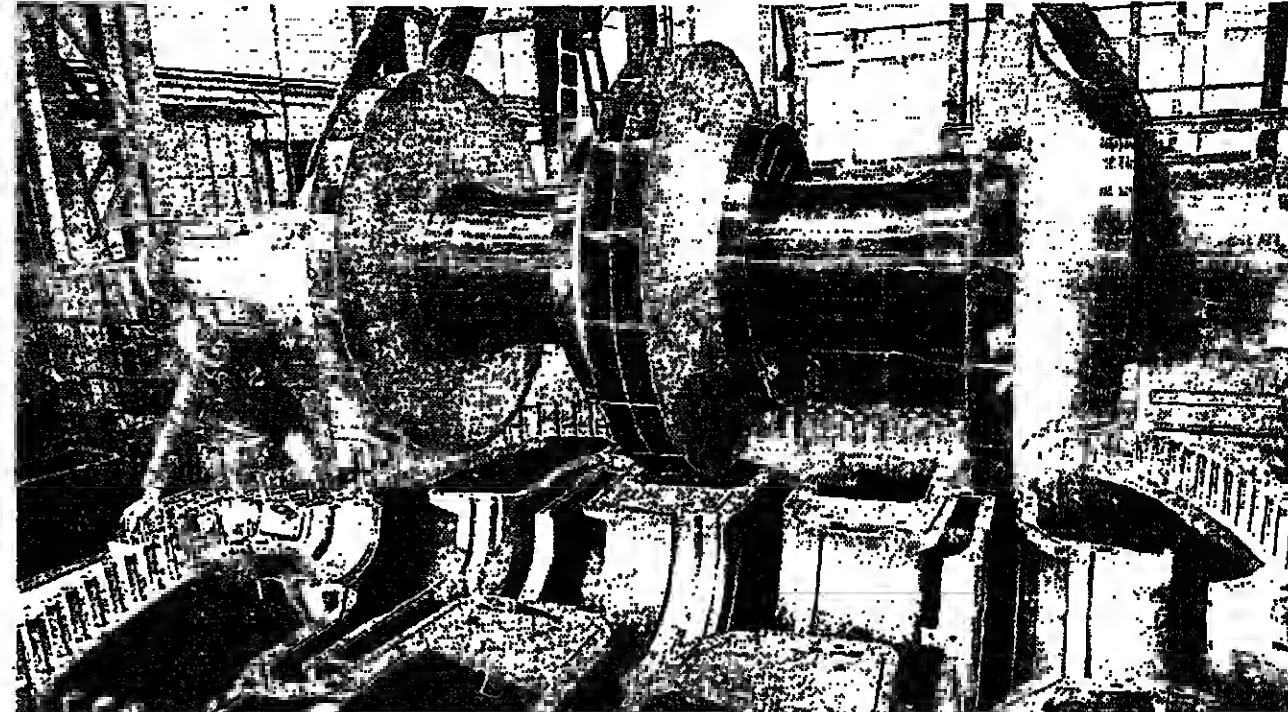
Without obvious successors within the existing management, there is scope for an outsider to take control by means of a buy-in. This is likely to become increasingly popular, given the reluctance of large German corporates to buy *Mittelstand* companies at a time when recession is forcing them to slim down.

In the past the German banks and their investment affiliates may have acted as "buyer of last resort", but there is a tendency for banks to scale back their industrial holdings as they, too, focus on their core businesses. This leaves the field open to buy-out specialists and adventurous managers.

Eastern Europe, including former East Germany, is discussed on the next page

Italy: activity is low, says David Lane, but privatisation may bring opportunities

Managers deterred by the bottom line



Buy-out opportunities may arise after privatisation – for instance in the chemical and steel sectors

of the fact that, even before the 1991-1992 downturn, Italy had never featured among the leaders in this kind of operation. "Even attractive businesses became unattractive when the economy turned down," remarks Stefano Marsaglia, managing director of Rothschild Italia.

Corporate profits are suffering in the recession, and this makes repayment of debt difficult. Managers are less willing and less able to consider buying out their companies' owners when bottom lines are negative or showing only small profits.

Another deterrent is the cost of financing. Although real interest rates have dropped significantly from the peaks reached in summer and autumn 1992, they are still high. The prime rate recorded by the banking association ABI in September was 10.4 per cent, while the average interest charged on borrowings from banks was 12.9 per cent. With consumer price inflation at 4.5 per cent, the cost of money discourages buy-outs.

Reflecting the increasing aversion to indebtedness, the average debt-to-equity ratio of

MBOs and MBIs completed in Italy last year was 1.9. This continued the steady decline from a level of about 4 that was recorded in 1989.

"Investors are tending to reduce the risks associated with leveraged acquisition operations in today's uncertain economic conditions. They are allowing companies higher levels of capitalisation," says Mr Tanzi. He notes that managers and investors have learnt from buy-outs that have gone bad due to debt overload.

What are the prospects for next year? Prices are clearly an important factor. Mr Marsaglia considers that they are still high, the combination of this and high interest rates making transactions expensive. "Next year should be more active, as the prospect of economic recovery will be closer, but it will still be difficult."

Italy's privatisation programme, which finally seems to be getting under way, may provide some opportunities. Indeed, before the recent break-up and sale of two divisions of the SMI food, grocery retailing and catering group, controlled by the IRI state holding corporation, there was

speculation that managers might become owners.

That this did not happen owes something to price. Against the financial muscle flexed by the likes of Nestlé and Unilever, managers are hard pushed to find the resources to make winning bids. "The price was too high, and the cash flow offered by the target companies too low. Moreover, the restructuring needed is too difficult for a managers' bid to be credible," remarks Mr Colonna, about the SME privatisations.

He is even more dismissive of the idea that the troubled state-owned ILVA steel corporation might be privatised through an MBO. He says that, apart from ILVA's heavy losses, the capital-intensive and cyclical nature of the steel business prevents an MBO from being feasible.

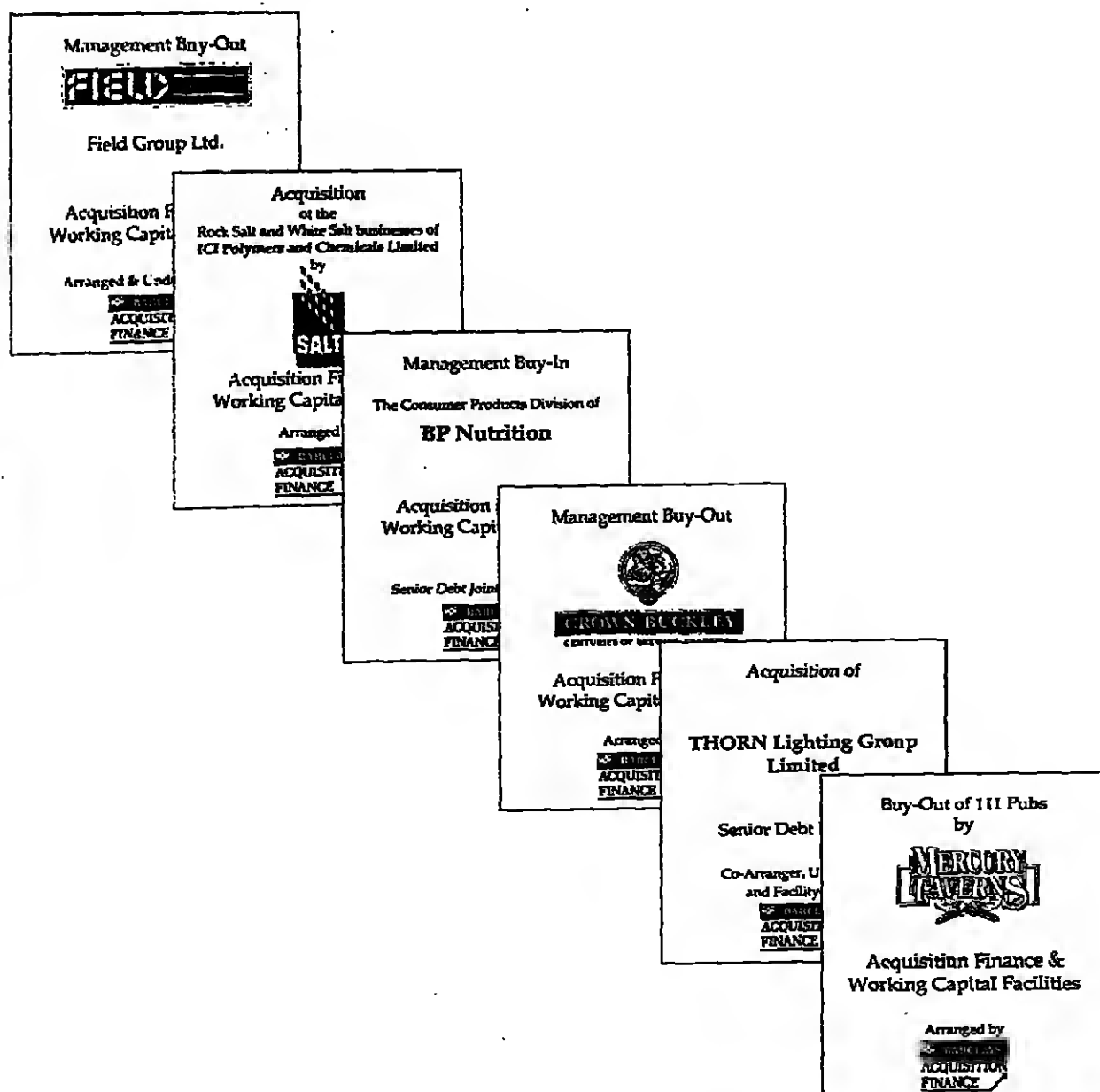
Opportunities are most likely to arise during post-privatisation re-structuring, as new owners sell activities that do not fit their business strategies. Italy's ENI state hydrocarbons holding corporation is thought to have several good targets in its chemicals and engineering sectors.

Indeed, re-structuring generally could lead to more deals. Under pressure to focus on core businesses, Italy's large private-sector groups are expected to shed non-strategic subsidiaries. This could give a boost to MBO and MBI transactions, and so also could the re-organisation of Italian assets by multi-nationals.

At Schroder Associati, Mr Colonna is bullish. "We are already seeing a faster tempo in the closing months of this year. Next year the number of transactions will be higher."

Who will put up finance for this expected growth? In an area where banks will continue to tread warily, buy-out funds will have a role. "Italy's image leads to difficulties with US investors, but Europeans do not have too many problems in understanding the situation and opportunities," says Mr Colonna. Having raised £85bn (£38.3m) five years ago, Schroders are now launching another fund of a similar size. About half has been raised, and investors are expected to subscribe a further £40bn-£50bn early next year. "It is a good time to buy," affirms Mr Colonna.

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MANAGEMENT BUY-OUTS 12

Corporate transactions are taking off in eastern Europe

Russia and Germany lead

The past year has seen an acceleration in regulated buy-out activity in a number of countries across central and eastern Europe (CEE).

The greatest numbers of deals are occurring in the Neue Länder (former East Germany) and Russia, though markedly different approaches are being used. By the end of June 1993, 2,364 buy-outs or buy-ins - 19 per cent of all privatisations in the German Neue Länder - had been conducted on the basis of a case-by-case negotiation of the transaction.

Buy-outs were, however, relatively small, accounting for only 4.3 per cent of the total purchase proceeds, 3 per cent of the total promised investment and 8.3 per cent of promised jobs among all privatisations.

Though large numbers of deals are being processed, the Treuhandanstalt (THA), the German state privatisation agency, closely scrutinises each transaction in an attempt to ensure that buy-outs are placed on a sound financial footing, and that deals are completed which can be successfully restructured.

In terms of finance, problems with outstanding debts are resolved, venture capital introduced if deemed appropriate and use made of special equity support and investment grant schemes. Buy-out deals may be delayed until the THA is satisfied that restructuring has taken place to make the enterprise commercially viable.

In the case of Holzindustrie Bienenmuehle, for example, unrealistic management forecasts led to a reduction of the firm's activities to two product lines and 50 employees. The much delayed deal was completed at the beginning of this year, and six months later employment had increased by a fifth.

Where a buy-out is not a viable option, a number of related alternatives are available. A small number of buy-outs have been completed. At the end of December 1991, a programme to promote buy-outs was launched by the THA, but although 2,300 inquiries were received, a year later fewer than 20 deals had been

completed.

Parallel to this programme, there have been numerous other attempts to effect buy-ins. A management partnership scheme has also recently been introduced, which involves incentivising incoming managers to turn round groups of underperforming enterprises in the same sector prior to privatisation. A similar scheme is being introduced in Poland.

In Russia, buy-outs are now taking place in large numbers, but without such close monitoring of the process. Indeed, it is becoming clear across CEE that, for privatisation to get under way, it is often necessary, in the absence of a complete legal framework, to progress with policy implementation with alternatives which are acceptable within the local context. For example, where ownership laws are not fully

vouchers in payment. After the closed subscription, the remaining shares are offered to an open auction, in which management and employees can also participate. For example in the privatisation of the Bolshevik Biscuit factory, management and employees had obtained a total of 70 per cent of the shares at the end of this two-stage process.

Variants 1 and 3 of the law provide other means by which management and employees can obtain significant, but not majority, equity stakes. Up to September 1993, according to the Russian statistics bureau (Goskomstat), some 7,000 large and medium-sized enterprises, employing a total of 4m people, had been privatised under the Russian privatisation law, of which 80 per cent used variant 2.

Elsewhere in CEE, the volume of buy-outs has been less spectacular. Poland has so far seen most activity. By the

emerging of how they have fared. As of February, 30 buy-outs in the Neue Länder were in receivership. Some estimates suggest that up to half of the buy-outs will fail, while the THA considers that about 70 per cent of buy-outs will be successful in the medium term.

In Poland, a study by the Institute of Market Economics, in Gdansk, indicates that about half of buy-outs effected through lease agreements have trouble in paying their instalments. A survey of 1,300 buy-outs conducted by the federal ministry of economics in Germany, in 1992, showed that there had been insufficient consideration of the anticipated effects of the weakening economic situation, and that the main problem after buy-out was not a lack of equity capital but of know-how in the areas of corporate finance, marketing, management, planning and control, and rationalisation.

Elsewhere in CEE, access to finance is of particular importance for longer-term survival, since buy-outs may not involve an injection of capital to meet investment needs.

These observations suggest a pressing need to address post-buy-out problems in terms of improving managerial skills and sources of finance, and highlight the continuing problem of the desperate need for - but current absence of - real entrepreneurs. However, approaches such as voucher schemes, which effectively involve the "give-away" of enterprises, while breaking through bureaucratic logjams and enabling rapid decentralised privatisation to be achieved, may make it difficult to address these issues, as we make clear in a recent report.

In particular, while there has been enthusiasm to embrace widespread managerial and employee share ownership, the importance of control exerted by institutions or commitments to service external finance, as in buy-outs in the west, has been played down. The absence of some such forms of outsider control mechanism may mean that,



The industrial wind is changing

Picture of St Petersburg: Tony Andrews

while privatisation meets fairness objectives, efficiency is not sufficiently enhanced. There may be little pressure to improve efficiency, as financing commitments are low and widespread employee ownership may reduce managers' ability to undertake restructuring, even if they aim to do so.

Finding individuals and institutions with the requisite monitoring skills is highly problematical. The private investment funds which are

emerging may be driven by the need to achieve short-term improvements in dividend payments to their investors at the expense of long-term investment.

Such funds are increasingly making attractive offers to employees to buy their shares, as in the case of Bolshevik Biscuit where the private investment fund Alpha Capital, having obtained 12 per cent of shares at the time of the privatisation, subsequently contacted all employees

offering to buy their shares at a price equivalent to four times the nominal value of a voucher.

Foreign firms may be reluctant to become involved, unless they obtain majority control, which management and employees are unwilling to cede.

Having resolved the problems of privatising vast numbers of enterprises, corporate governance issues are becoming the next major policy problem in transforming

the countries of CEE into effective market economies. The need to address employees' expectations of the extent and timing of the gains from holding shares is likely to be an important issue in this process.

Management and Employee Buy-outs in Central and Eastern Europe, EBRD/CEPR Technical Note, published by the European Bank for Reconstruction and Development, 1993.

Hands off that Bimbo? Charles Batchelor compiles a buy-out-speak primer

Plums are tastier than lemons

Management buy-outs combine the expertise of the corporate financier with those of the venture capitalist, and the industry makes use of technical terms from both sectors.

Some of the more colourful terminology imported from the US by the venture capital community has been lost as the industry has become more established in Europe. But managers contemplating a buy-out may still be confused by some of the jargon.

Bimbo: A somewhat controversial term to describe a deal involving both existing and outside managers: a buy-in/management buy-out (or Bimbo). About half of all deals take this form.

Bought deal: When a deal maker provides all of the finance needed for a buy-out deal, and then sells on or syndicates part of the funding to other investors later. Done by the larger providers of finance when speed or confidentiality are particularly important for the deal to succeed.

Bridge financing: Short-term funding provided when a company is about to raise a new round of equity, or is about to go public.

Business plan: The document put together by managers to justify their application for finance. Should contain summaries of past and projected profit-and-loss accounts, balance sheets and cash flows. Also details of products and services, markets, future strategy, and profiles of the managers. A warning, however: don't get too carried away. Most financiers will not go beyond the two-page executive summary.

Caps, collars and cylinders: Clauses in buy-out deals which limit the extent to which the interest rate charged on borrowed funds can rise or fall. A safeguard against borrowing costs rising to the point where they endanger the company.

Carried interest: A stake, typically 20 per cent, taken in the investee company by the venture capital or buy-out fund managers. Can be in the form of options.

Deal flow: The rate at which investment propositions come to the deal-maker or financier. Many claim to select only one deal in 50, though deal-flow numbers are treated by some as a sort of virility symbol.

Development Capital: Later-stage finance for more established companies which are profitable or nearly profitable. Less risky generally

than early stage finance.

Due diligence: Detailed analysis and appraisal of the background of the entrepreneur and his business plan.

Earn out: Either a formula for relating the final purchase price of a company to actual future earnings, or a means of encouraging management to perform by payment on the basis of future performance (see also *ratchet*).

Employee buy-out: A deal involving not just the top management but also all, or a large number of, the more junior employees of the organisation. The difficulty of involving large numbers of employees without disclosing a deal prematurely has meant that relatively few of these deals have been done. Some managers get round this by staging a buy-out and then involve other staff at a later stage.

Employee share ownership plan (ESOP): A trust which is established to acquire shares in a company for subsequent allocation to employees over a number of years.

Exit: The point at which the financier sells his holding in the buy-out company, either through a trade sale to a larger company, by the management buying out the other investors to assume complete control, or by a stock market flotation. It is essential the managers and their financial backers agree from the outset on the exit strategy.

Gearing, or leverage: The ratio of debt to equity in a company's capital structure. Intermediate forms of capital, such as redeemable preference shares and convertible loans, can complicate the calculations and mean a variety of different ratios may be applied to the same company.

Hands on / hands off: The degree to which an investor in a buy-out becomes involved in its management. A hands-on investor would normally nominate a non-executive director to the board, and might commit some of its other executives to help out if the company ran into difficulties. Hands-off investors would have very little, or no, active involvement in the company.

Internal Rate of Return (IRR): Different investors work this out in different ways, but the term generally refers to annual compound rate of return to the investor over a given period. Returns normally include dividend distributions and profits from either disposals or a fair valuation of the buy-out company.

Junior debt: Unsecured loans which rank after secured or senior debt for repayment in the event of a default (see also *Senior debt*).

Junk bonds: High yielding, unsecured debt used in US buy-outs. Since the debt is in the form of a bond certificate, it can be bought and sold more easily than the mezzanine loans (q.v.) used to finance UK buy-outs.

Lead investor: Venture capitalist or other deal-maker with the largest share in the syndicated investment. He usually initiates the deal, and takes a hands-on role on behalf of the other partners.

Lemons and Plums: Bad deals and good. Bad investments usually go wrong before the good ones produce a profit: the lemons ripen before the plums.

Leveraged buy-out: Similar to a management buy-out, though usually applied to US deals where the transaction will have been initiated by a financial group rather than the management. The name refers to the high level of borrowing which the company takes on, using the assets being purchased as leverage. When British buy-outs seemed to be going the way of their US counterparts, with large, highly speculative deals being put together by City financiers, the term started to be applied to UK buy-outs. Nowadays, the idea of high levels of leverage is a distant memory.

Living dead: Companies which are just about trading profitably but are unlikely to do really well. A slightly dated term used about investments the deal-makers prefer to forget.

Lock-out agreement: An agreement to give the buy-out team time to negotiate the purchase of their company free of pressure from other bidders.

Management buy-in: An offshoot of the management buy-out industry. The purchase of a business by one or more outside managers with the help of a group of financial backers. The term was applied indiscriminately in the late 1980s to any bid involving a well-known City figure, on the grounds that a buy-in sounded more constructive than the hostile takeovers they usually were. Buy-ins are now seen as being considerably riskier than buy-outs, because they involve an outside management team which does not know the company as well. Many deals are neither pure buy-ins nor buy-outs but bimbos (q.v.).

Management buy-out: The purchase of a business by its existing management with the help of a group of financial backers. The managers put up a relatively small amount of the total finance but usually gain a disproportionately large share of the equity. Buy-outs are funded largely by loans secured on the assets of the company itself.

Mezzanine finance: Loans, usually unsecured, which rank after secured or senior debt but before equity in the event of the company failing. To compensate for the greater risk, they typically carry interest one to three percentage points above secured loans, and often carry an equity "kicker" to give the lender a stake in the equity.

Newco: The buy-out is usually carried out through a newly created company normally referred to as Newco.

Preferred ordinary shares: Refers to the ordinary shares taken up by outside investors in a buy-out. They rank ahead of the plain ordinary shares owned by the management in terms of dividends and the pay-out in the event of a winding-up.

Ratchet: An incentive arrangement whereby the managers get a bigger share of the equity if the venture performs well. Sometimes managers forfeit shares if they do particularly badly (see also *Earn-out*).

Second-round financing: Sometimes needed to help buy-outs which have run short of funds. Or it may be a sign that the business has done well and is raising new money for further investments.

Senior debt: Secured debt which ranks first in terms of repayments in the event of a default (see also *Junior debt*).

Slippage: This is what happens when the buy-out company starts to eat up more cash than expected, because development costs exceed budget or sales grow too slowly.

Syndicated investment: An investment which is too large and risky to be handled by one investor and which needs to be shared among several partners. Fewer deals are syndicated in present market conditions; while syndicates also involve fewer participants. This is partly because the smaller deals do not require so many players; but it also means that, if trouble arises, fewer people have to be consulted to sort out the mess.

Venture finance: Finance provided by the vendor in the form of either a deferred payment or a retained minority stake in the bought-out company, usually in the form of loan notes. It allows the vendor to share in the profits of the company if it does well, and can also be used to boost the sale price, thereby impressing the vendor's shareholders.

Venture capitalist: Deal-maker who provides funds and advice to entrepreneurs, either starting a business from scratch or staging a management buy-out.

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